DOCUMENT RESUME

ED 074 268 VT 019 707

TITLE	A Study of the Problems Facing Vietnam Era Veterans on their Readjustment to Civilian Life. Senate Committee Print Number 7.
INSTITUTION	Congress of the U.S., Washington, D.C. Senate Committee on Veteran's Affairs.
PUB DATE	31 Jan 72
NOTE	274p.; Report of a survey conducted for the Veterans' Administration by Louis Harris & Associates, Inc.
AVAILABLE FROM	Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 (Catalog No. Y4.V64/3;V67/2, $2.00)
EDRS PRICE	MF-$0.65 HC-$9.87
DESCRIPTORS	*Adjustment (to Environment); *Drug Abuse; Educational Background; *Employment Problems; Employment Services; *Manpower Utilization; National Surveys; Public Opinion; Tables (Data); Transfer of Training; *Veterans

ABSTRACT

This study was conducted to: (1) examine the extent of the problems Vietnam era veterans face in readjusting to civilian life after their separation from the armed forces, (2) determine whether they differ from those experienced by returning servicemen of past wars, and (3) suggest ways that the process might be made easier for veterans not yet separated. To secure information, personal interviews were conducted in 1,490 households, among 2,003 recently separated veterans, and with 786 business executives, representing prospective employers. Some findings were: (1) The American public and employers are aware of how returning veterans should be treated and yet are guilty about the way exservicemen are being treated, (2) The state of the economy and greater competition in the job market contribute to the difficulty veterans face in finding jobs, and (3) Assimilation into the labor force after service does not appear to be related to educational attainment but to race and amount of time since separation. These and other results are provided in chapters covering: (1) the reception received by veterans following separation, (2) problems finding employment, (3) drug usage, and (4) the role of the Veterans Administration in facilitating readjustment. (SB)

92d Congress
2d Session

SENATE COMMITTEE PRINT NO. 7

ED 074268

A STUDY OF THE PROBLEMS FACING VIETNAM ERA VETERANS

ON

THEIR READJUSTMENT TO CIVILIAN LIFE

JANUARY 31, 1972

R316

VT019707

FILMED FROM BEST AVAILABLE COPY

92d Congress
2d Session

SENATE COMMITTEE PRINT NO. 7

ED 074268

A STUDY OF THE PROBLEMS FACING VIETNAM ERA VETERANS

ON

THEIR READJUSTMENT TO CIVILIAN LIFE

U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
OFFICE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL OFFICE OF EDUCATION POSITION OR POLICY

JANUARY 31, 1972

Printed for the use of the Committee on Veterans' Affairs

U.S. GOVERNMENT PRINTING OFFICE
WASHINGTON : 1972

72-165 O

For sale by the Superintendent of Documents, U.S. Government Printing Office
Washington, D.C. 20402 - Price $2

COMMITTEE ON VETERANS' AFFAIRS

VANCE HARTKE, Indiana, *Chairman*

HERMAN E. TALMADGE, Georgia	STROM THURMOND, South Carolina
JENNINGS RANDOLPH, West Virginia	CLIFFORD P. HANSEN, Wyoming
HAROLD E. HUGHES, Iowa	MARLOW W. COOK, Kentucky
ALAN CRANSTON, California	ROBERT T. STAFFORD, Vermont

FRANK BRIZZI, *Staff Director*
GUY H. MCMICHAEL III, *General Counsel*
F. KEITH LEACH, *Associate General Counsel*
KEITH MCBEE, *Information Officer*
SALVATORE DE PRENDA, *Professional Staff Member*
EDWARD MCGINNIS, *Minority Counsel*
TYLER CRAIG, *Minority Staff Member*
RONALD WINTERS, *Legislative Aide*

FOREWORD

This Committee Print contains the full report of a survey conducted for the Veterans' Administration by Louis Harris & Associates, Inc. entitled "A Study of the Problems Facing Vietnam Era Veterans: Their Readjustment to Civilian Life." It is the first professional research survey by the Veterans' Administration conducted among veterans of the Vietnam War. The survey also measures attitudes of the general public and employers towards veterans. Conducted between August 15 and August 30 of 1971 the Harris Associates interviewed 2,003 veterans recently separated from the service, 1,498 households representing a cross-section of the American public and 786 employers. The survey concentrated on four areas. The first area concerned the reception that the veteran receives upon returning home. Second, the survey focused on the problem that the returning veteran has in finding employment. Third, the problem of drug use and abuse among servicemen and its treatment was examined. Finally, the report looked at the role of the Veterans' Administration in facilitating veterans readjustment after separation from the Armed Forces. This survey provides valuable insight into each of these areas and the Veterans' Administration is to be commended for commissioning this study.

Vance Hartke

VANCE HARTKE
Chairman

INTRODUCTION

This report presents the findings of a research project conducted for the Veterans Administration by Louis Harris and Associates, Inc. The focus of the research was the problems Vietnam era veterans face in readjusting to civilian life after their separation from the armed forces. The purpose of the project was to examine the extent of these problems, whether they differ from those experienced by returning servicemen of past wars, and to suggest ways that the process might be made easier for the veterans yet to be separated.

Substantively, the research concentrated on four areas:

1. The reception that veterans receive at home after separation from the armed forces;

2. The problems of finding employment for veterans returning home;

3. The problem of drug use among servicemen and its treatment;

4. The role of the Veterans Administration in facilitating veterans' readjustment after separation from the armed forces.

In order to obtain a full perspective of the problems under study, the research design called for separate surveys of representative cross-sections of the American public, recently separated veterans themselves, and prospective employers of veterans. While the three surveys were conducted independently, the final analysis draws the separate results together and portrays the real world the veterans are returning to.

Between August 15 and 30, 1971, personal interviews were conducted in 1,490 households, representing a cross-section of the U.S. population;

among 2,003 veterans, representing a cross-section of recently separated servicemen; and with 786 business executives representing a cross-section of prospective employers.

A full description of the samples and other procedures followed during the project are contained in the technical appendix.

The report which follows is organized along the lines of the four substantive areas of interest covered in the project.

Within each chapter, simplified tables -- those with just a few major breakouts in addition to the total -- accompany the text. The complete tables -- containing all of the main analytical breaks -- are found in the appendix at the end of each chapter. For easy identification, the tables in the appendix have the same numbers as the corresponding tables accompanying the text.

* * * * * * * *

These findings are completely confidential and are intended for the internal use of the Veterans Administration. No part of these findings may be published or reproduced in any way without the express written consent of Louis Harris and Associates, Inc.

PERMISSION TO REPRODUCE THIS COPYRIGHTED MATERIAL HAS BEEN GRANTED BY
Louis Harris & Associates
TO ERIC AND ORGANIZATIONS OPERATING UNDER AGREEMENTS WITH THE U.S. OFFICE OF EDUCATION. FURTHER REPRODUCTION OUTSIDE THE ERIC SYSTEM REQUIRES PERMISSION OF THE COPYRIGHT OWNER.

PREFACE

Three times during this century, prior to the Vietnam era, a large number of U.S. servicemen came home after serving their country, and worked at making the transition back to civilian life. Certainly during these periods there were problems which aggravated the assimilation process.

In the late 1960's and early 1970's another large group of servicemen has been returning to civilian society, but the situation appears to be different today from the past, for two basic reasons. From the middle 1960's to the present, U.S. society has gone through wrenching change and polarization. In many ways the society veterans are returning home to is not the same one they left. On the other side, the returning veterans themselves seem to be different from their counterparts in earlier wars. Today's servicemen -- reflecting the demographic patterns in U.S. society as a whole -- are better educated, used to a higher standard of living and generally more sophisticated. Adding these factors to the generally controversial nature of the war they were asked to fight, yields the conclusion that the present reabsorption situation, while having some similarities with the past, presents a whole new set of problems and challenges to American society.

It was against this background that the Veterans Administration commissioned Louis Harris and Associates, Inc. to find out the facts existing today.

TABLE OF CONTENTS

	Page
FOREWORD	III
INTRODUCTION	V
PREFACE	VII
CHAPTER I: THE RECEPTION RETURNING VETERANS RECEIVE AT HOME	1
The View from the Veterans' Vantage Point	9
The Reception at Home: The Public's View	15
The Reception at Home: Veterans' Views	19
APPENDIX -- CHAPTER I	23
CHAPTER II: THE PROBLEMS OF FINDING EMPLOYMENT FOR RETURNING VETERANS.	43
General Attitudes Towards Hiring Veterans	44
Assessing the Difficulty of Finding a Job	50
The Status of Veterans	60
Re-Employment Rights	64
Veterans Who Have Had Jobs	67
Students	73
The Currently Unemployed	75
Occupational Training Received in the Service	80
Government Help in Finding Jobs for Veterans	86
Local Public Employment Offices	89
The Other Side: Employers' Contract with Local Employment Office	91
Jobs for Veterans Program	93
Job Marts and Job Fairs	96
Job Marts/Fairs as Seen by Employers	97
Employers' Experience with Hiring Veterans	98
Rating Different Categories of Veterans	104
Comparing Veterans with Non-Veterans	106
APPENDIX -- CHAPTER II	109
CHAPTER III: THE DRUG PROBLEM	167
Dimensions of the Drug Problem: Why Servicemen Take Drugs	168
Estimating Drug Usage in the Armed Forces Today	175
Admitted Drug Usage	180
Frequency of Usage	185
Military vs. Civilian Drug Problem	187
The Military's Drug Education and Prevention Program	189
Punishment	190
Treatment	191

TABLE OF CONTENTS (Cont'd)

	Page
APPENDIX -- CHAPTER III	195
CHAPTER IV: EVALUATING THE VETERANS ADMINISTRATION	225
Rating the Services VA Offers Returning Servicemen	228
Job Rating of Specific VA Services	232
Evaluating Benefits Offered Returning Servicemen	236
Experience with Specific VA Services	240
APPENDIX -- CHAPTER IV	245
TECHNICAL APPENDIX	261
HOW THE STUDY WAS CONDUCTED	262

CHAPTER I:

THE RECEPTION RETURNING VETERANS RECEIVE AT HOME

During late summer, 1971, the Harris interviewers who fanned out across the country found the problem of Vietnam veterans very much on the minds of Americans. The public and prospective employers clearly feel that veterans are deserving of the same respect and the warm reception accorded to returning veterans of previous wars.

Despite the controversial nature of the Vietnam experience, the traditional idea -- that one should feel proud to have served his country in the armed forces -- is still strongly believed by the public and employers:

TABLE 1
STATEMENTS ABOUT VETERANS RETURNING TO CIVILIAN LIFE

	Public								Total Employers
	Total	East	South	Mid-West	West	18-29	30-49	50+	
Veterans deserve respect for having served their country in the armed forces	%	%	%	%	%	%	%	%	%
Agree strongly	80	77	84	82	75	69	80	86	85
Agree somewhat	15	17	12	12	20	21	18	11	12
Disagree somewhat	3	3	3	3	4	6	1	2	2
Disagree strongly	1	2	1	1	1	3	1	*	1
Not sure	1	1	*	2	*	1	*	1	*
Veterans of the armed forces today deserve the same warm reception given to returning servicemen of earlier wars									
Agree strongly	81	82	83	79	77	69	79	86	86
Agree somewhat	13	11	12	15	15	18	15	10	10
Disagree somewhat	3	3	3	3	5	8	3	2	2
Disagree strongly	1	2	1	1	1	2	1	1	1
Not sure	2	2	1	2	2	3	2	1	1
Veterans should feel proud to have served their country in the armed forces									
Agree strongly	68	63	76	67	63	54	69	74	79
Agree somewhat	19	21	16	20	19	20	21	18	15
Disagree somewhat	6	8	4	6	8	12	5	4	3
Disagree strongly	4	4	2	4	5	9	1	2	1
Not sure	3	4	2	3	5	5	4	2	2

*Less than 1/2 of 1%

The idea that the Vietnam War was one in which the aim was to ha... communist aggression marks the first point where strong agreement drops below the 50% level. To be sure, adding the "agree strongly" responses to the "agree somewhat" answers results in wide acceptance of this concept. However, the intensity of agreement does not match that shown in the first three statements.

Three out of five accept (61% agree strongly or somewhat) the notion that the war in Vietnam was one we could never win. This general level of acceptance also extends to the feeling that returning servicemen are part of a war that went bad:

TABLE 2
STATEMENTS ABOUT VETERANS RETURNING TO CIVILIAN LIFE

	Public								Total Employers
	Total	East	South	Mid-West	West	18-29	30-49	50+	
In Vietnam our boys were fighting to halt communist aggression and this is the highest contribution any young man can make to his country	%	%	%	%	%	%	%	%	%
Agree strongly	43	38	53	43	34	30	41	51	39
Agree somewhat	27	30	26	26	25	25	31	26	29
Disagree somewhat	12	11	8	13	19	17	14	9	14
Disagree strongly	13	16	7	12	17	24	9	8	11
Not sure	5	5	6	6	5	4	5	6	7
The trouble in Vietnam has been that our boys were asked to fight in a war we never could win									
Agree strongly	38	35	38	38	36	37	30	40	28
Agree somewhat	23	25	20	20	29	22	26	22	23
Disagree somewhat	16	17	15	17	17	19	18	14	18
Disagree strongly	15	15	15	18	13	17	18	14	23
Not sure	8	8	12	7	5	5	8	10	8
Having served in the armed forces, returning servicemen are part of a war that went bad									
Agree strongly	37	40	29	36	47	40	33	36	35
Agree somewhat	25	24	28	26	22	22	30	26	25
Disagree somewhat	14	13	15	13	12	17	13	12	12
Disagree strongly	10	9	10	11	9	9	12	9	15
Not sure	14	14	18	14	10	12	12	17	13

Furthermore, the view that veterans of the war were taken advantage of, or "made suckers", is a sentiment where the agree's outweigh the disagree's by a small margin (49% to 42%). Among employers, the thrust of opinion is decidedly in the opposite direction -- with 61% disagreeing.

The public and employers generally evaluate the job the President and Administration are doing to help veterans readjust to civilian life with 58% and 66% respectively agreeing that enough is being done. When asked about the job the American people are doing in this regard, 55% of the public and 62% of the employe rs say people are doing all they can. It is interesting, however, that in both evaluations of the job the Administration and American people are doing, significant majorities of the public -- 34% and 40% respectively -- indicate they think more could be done:

TABLE 3
STATEMENTS ABOUT VETERANS RETURNING TO CIVILIAN LIFE

	Public								Total Employers
	Total	East	South	Mid-West	West	18-29	30-49	50+	
	%	%	%	%	%	%	%	%	%
Veterans of this war were made suckers, having to risk their lives in the wrong war in the wrong place at the wrong time									
Agree strongly	29	27	30	33	28	34	24	30	14
Agree somewhat	20	22	18	18	23	22	20	19	16
Disagree somewhat	17	17	17	17	14	18	18	15	20
Disagree strongly	25	25	24	24	29	20	31	26	41
Not sure	9	9	11	8	6	6	7	10	9
The President and the Administration are doing all they can to help veterans readjust to civilian life									
Agree strongly	26	24	32	21	23	19	26	29	35
Agree somewhat	31	34	33	30	32	30	35	31	32
Disagree somewhat	19	18	14	24	20	23	17	17	13
Disagree strongly	15	17	11	15	17	22	14	12	10
Not sure	9	7	10	10	8	6	8	11	10
The American people are doing everything they can to make veterans feel at home again									
Agree strongly	20	17	30	16	15	12	20	24	24
Agree somewhat	35	34	34	36	34	40	35	33	38
Disagree somewhat	26	29	18	29	32	31	29	23	24
Disagree strongly	14	14	11	15	16	13	13	14	12
Not sure	5	6	7	4	3	4	3	6	2

Finally, in testing the notion that "those who refused induction" are the real heroes of the Vietnam War, rejection is overwhelming. Here, two-thirds of the public and 82% of the employers voice strong disagreement:

TABLE 4
STATEMENTS ABOUT VETERANS RETURNING TO CIVILIAN LIFE

The real heroes of the Vietnam war are the boys who refused induction and faced the consequences, and not those who have served in the armed forces	Public								Total Employers
	Total	East	South	Mid-West	West	18-29	30-49	50+	
	%	%	%	%	%	%	%	%	%
Agree strongly	4	5	4	3	4	7	4	3	2
Agree somewhat	7	7	5	8	10	15	5	4	2
Disagree somewhat	15	16	12	14	18	18	15	13	10
Disagree strongly	68	66	74	69	64	52	70	76	82
Not sure	6	6	5	6	4	8	6	4	4

Throughout the statements, certain cross currents within the public are noteworthy. Residents of the South and people 50 years and older characteristically display attitudes towards veterans which are more friendly and sympathetic than any other group.

On the other side of the picture, the veterans' own contemporaries -- young people from age 18 to 29 -- express views which are somewhat more critical of the veterans' role than the total public.

Observation:

At the outset, the findings show the American people, taken as a group, to be sympathetic and concerned about returning veterans. The initial reaction of the majority is that the President and the American people are doing all they can to help veterans.

the unpopularity of the Vietnam War rubbed off on those who fought it? The answer is both yes and no due to the contradictory cross currents running through public opinion. On one side are the Southerners and older people who give the maximum support to veterans, and feel their reception from the President and American people has been generally good. On the other side are the young (and although

not shown in the previous tables, the college educated and residents of the central cities also fit into this group) who seem to be more genuinely confused about the moral and ethical implications of the war and how these relate to the treatment of returning veterans.

Another conclusion suggested in the previous series of statements is that there is a gap between the way most Americans think veterans should be treated, and the way they think the veterans are being treated. Four out of five (80%) agree strongly that veterans deserve respect, and a similar proportion think the veterans today deserve the same kind of welcome given returning servicemen of previous wars. However, comparing these responses to the 26% and 20% respectively who strongly agree that the President and the American people are doing all they can for returning veterans, points to a gap of considerable magnitude. Later parts of this chapter will explore the implications of this gap.

The View from the Veterans' Vantage Point

The research found returning veterans to have a somewhat different perspective on the problems of readjustment to civilian life.

Overwhelmingly, veterans felt that family and friends were doing all they could to make them feel at home.

By the same token, there was little question that the people at home respected veterans for the service they had performed. For the most part, the ex-servicemen didn't feel they were owed any special treatment or thanks for the service they had put in:

TABLE 5
STATEMENTS ABOUT VETERANS RETURNING TO CIVILIAN LIFE

	Vietnam Era Veterans						
	Total	White	Non-White	Non-HS Grad	HS Grad	Some Coll/ 2 yr Grad	4 Yr Grad/ Post Grad
Friends and family did everything they could to make you feel at home again	%	%	%	%	%	%	%
Agree strongly	79	78	83	76	79	78	75
Agree somewhat	17	18	12	16	17	17	22
Disagree somewhat	2	2	2	4	2	2	1
Disagree strongly	1	1	1	3	1	2	*
Not sure	1	1	2	1	1	1	2
Most people at home respect you for having served your country in the armed forces							
Agree strongly	47	48	42	50	48	45	39
Agree somewhat	32	32	29	27	30	32	40
Disagree somewhat	12	12	14	11	12	13	14
Disagree strongly	7	6	14	10	7	8	7
Not sure	2	2	1	2	3	2	-
When you got home, you didn't want any thanks for what you had done for your country							
Agree strongly	40	40	37	47	41	38	31
Agree somewhat	33	34	27	27	33	33	40
Disagree somewhat	15	16	15	14	15	16	18
Disagree strongly	9	7	17	9	8	9	8
Not sure	3	3	4	3	3	4	3

*Less than 1/2 of 1%

Despite the fact that there is overwhelming agreement with the statement that "People at home made you feel proud to have served your country. . .", there is also the belief that being ex-servicemen they are different, and people just are not able to understand the experiences these men have been through in the armed forces. This feeling of being different carries over into a sense of being "left out of everything" when they return -- a type of alienation -- identified with by half of the returning veterans.

However, in spite of this, veterans reject the idea that all they wanted to do when they returned home was withdraw, and be left alone:

TABLE 5
(Continued)

STATEMENTS ABOUT VETERANS RETURNING TO CIVILIAN LIFE

	Vietnam Era Veterans						
People at home made you feel proud to have served your country in the armed forces	Total	White	Non-White	Non-HS Grad	HS Grad	Some Coll/ 2 yr Grad	4 Yr Grad/ Post Grad
	%	%	%	%	%	%	%
Agree strongly	31	31	30	37	33	28	19
Agree somewhat	38	37	38	31	41	36	38
Disagree somewhat	16	16	14	15	14	17	22
Disagree strongly	12	12	15	13	10	14	17
Not sure	3	4	3	4	2	5	4
People at home just didn't understand what you've been through in the armed forces							
Agree strongly	28	25	43	42	29	26	13
Agree somewhat	30	31	29	25	30	30	36
Disagree somewhat	22	23	16	17	22	21	28
Disagree strongly	17	18	10	14	16	20	20
Not sure	3	3	2	2	3	3	3
Having been away for awhile, you felt left out of everything that was going on at home							
Agree strongly	25	24	31	32	24	25	15
Agree somewhat	25	24	26	19	24	26	29
Disagree somewhat	21	21	21	21	21	20	23
Disagree strongly	28	30	21	27	30	28	33
Not sure	1	1	1	1	1	1	*
When you finally got home all you wanted was to be left alone							
Agree strongly	25	24	29	33	25	23	18
Agree somewhat	19	19	16	19	19	17	19
Disagree somewhat	21	21	20	17	23	19	23
Disagree strongly	34	34	34	30	32	39	38
Not sure	1	2	1	1	1	2	2

*Less than 1/2 of 1%

In evaluating the job the President and Administration are doing to help returning veterans readjust, about half of the returnees agree that they are doing all they can -- but 40% of those questioned disagree, and 24% of the total disagree "strongly."

Better than three out of five (62%) reject the idea that the readjustment was more difficult than most people imagine. By the same token, two out of three reject the idea that it was a big letdown coming home because so few people appreciated the service the veterans had put in.

Finally, the returning veterans overwhelmingly reject the idea that they -- as servicemen -- are blamed by people at home for our involvement in Vietnam:

TABLE 5
(Continued)

STATEMENTS ABOUT VETERANS RETURNING TO CIVILIAN LIFE

	Vietnam Era Veterans						
	Total	White	Non-White	Non-HS Grad	HS Grad	Some Coll/ 2 yr Grad	4 Yr Grad/ Post Grad
The President and his Administration are doing all they can to help veterans readjust to civilian life	%	%	%	%	%	%	%
Agree strongly	21	22	17	23	23	20	18
Agree somewhat	31	32	21	21	31	32	34
Disagree somewhat	16	15	21	16	15	16	22
Disagree strongly	24	23	33	31	23	24	21
Not sure	8	8	8	9	8	8	5
Readjusting to civilian life was more difficult than most people imagine							
Agree strongly	19	16	33	27	20	16	10
Agree somewhat	18	18	20	19	17	21	15
Disagree somewhat	29	30	26	27	29	29	33
Disagree strongly	33	35	19	27	33	33	41
Not sure	1	1	2	*	1	1	1
Coming home was a big letdown because so few people appreciated the service you had put in							
Agree strongly	13	11	18	20	12	12	8
Agree somewhat	17	16	21	13	18	16	17
Disagree somewhat	30	30	28	27	28	33	33
Disagree strongly	37	40	29	37	38	36	39
Not sure	3	3	4	3	4	3	3
Those people at home who oppose the Vietnam war often blame veterans for our involvement there							
Agree strongly	9	8	14	15	10	6	4
Agree somewhat	11	11	13	11	12	11	8
Disagree somewhat	21	21	22	22	21	19	28
Disagree strongly	54	56	42	48	52	58	57
Not sure	5	4	9	4	5	6	3

*Less than 1/2 of 1%

Observation:

The projective statements summarize veterans' opinions about returning home.

The statements covering alienation-- "people at home just didn't understand what you've been through. . .," "having been away for awhile, you felt left out of everything. . ." and "when you finally came home, all you wanted was to be left alone"-- all suggest that, despite efforts by the President and the American people, a substantial proportion of veterans -- although not a majority -- feel alienated when they return home. This is particularly true among non-whites and veterans with less than a high school education. The evidence also suggests that most veterans are not looking for special favors or thanks for the time they spent in the military. They seem to be saying that what they want most is to get back to the routine of civilian life and see themselves as civilians again.

The Reception at Home: The Public's View

The American public and prospective employers were also asked directly to rate the way most people treat veterans returning home:

Table 6
RECEPTION GIVEN VETERANS RETURNING HOME FROM SERVICE TODAY

	Public								
	Total	East	South	Mid-West	West	18-29	30-49	50+	Total Employers
	%	%	%	%	%	%	%	%	%
Very friendly	32	28	39	35	26	26	37	33	50
Somewhat friendly	31	33	29	31	32	42	31	26	30
Slightly friendly	20	21	15	20	24	18	19	21	11
Not at all friendly	6	7	4	6	5	6	4	7	2
Not sure	11	11	13	8	13	8	9	13	7

Grouping the "very friendly" and "somewhat friendly" responses together finds better than three out of five (63%) feeling most Americans are treating returning veterans well. Employers are even more convinced, with 80% holding this view.

Viewing the subgroups' responses, however, begins to show some shading in opinion. In the South, there is little doubt about their treatment of veterans, with a plurality (39%) calling the reception "very friendly". This also holds true in the Midwest (35%). However, in the East and West, pluralities describe the reception in "somewhat friendly" terms; and among young people, better than two out of five (42%) say the American people are receiving veterans in a "somewhat friendly" manner.

In looking behind these opinions, these were the reasons volunteered:

TABLE 7
REASONS FOR CALLING RECEPTION GIVEN
RETURNING VETERANS FRIENDLY/NOT FRIENDLY

	Total Public %	Total Employers %
Very friendly or somewhat friendly		
Everyone I know or have met has been treated well	31	31
They fought for a cause -- served us, should be treated well	12	14
I know because I have friends/relatives who have just returned	7	1
Employers try to give them jobs/try to help them find good jobs	5	6
Should be treated like everybody else	5	13
They went through hard times -- people are sympathetic	3	5
I would like to see them all come home	3	*
All other	2	1
Slightly friendly or not at all friendly		
People feel detached, indifferent to war in Vietnam	13	6
No help given them toward finding a job/learning a trade -- most are unemployed	10	1
Publicity on drugs has affected people's feelings	6	4
Veterans today do not get fair treatment	6	*
They are not treated same way as vets after World War II	4	3
Veterans are blamed for war/continued involvement	4	8
We don't give them a big welcome home	3	1
All other	*	2
Don't know/have no contact with veterans	10	6

Among those who feel veterans have been treated well, personal experience and observation was the most often mentioned reason. Coming in second among the public is the feeling that veterans should be treated well because of the sacrifices they had made. Among the employers, the ordering of reasons and frequency of mention are the same; they also point up that veterans "should be treated like everybody else".

Chief among the reasons behind the "slightly friendly" or "not at all friendly" ratings is the whole controversy surrounding Vietnam. Here the reasoning appears to be that all veterans are suffering in the reception they are receiving from Americans on returning home because of their link with Vietnam. One in ten (10%) of the public feel the veterans have been given shoddy treatment in their search for jobs. This reason was mentioned by only 1% of the employers.

After being questioned on the way veterans today are being received, the public and employers were asked to compare the present reception with that given servicemen of earlier wars. The findings here are truly noteworthy:

TABLE 8
COMPARING RECEPTION EXTENDED TO RETURNING SERVICEMEN TODAY
WITH SERVICEMEN RETURNING FROM EARLIER WARS

	Public									Employers			
	Total	East	South	Mid-West	West	White	Non-White	Vet	Non-Vet	Total	Have not Hired Vets	Have Hired 1-5 Vets	Have Hired More Than 5 Vets
	%	%	%	%	%	%	%	%	%	%	%	%	%
Better today	7	6	13	4	5	6	17	7	7	5	5	3	8
Worse today	48	51	34	53	54	49	32	53	46	49	49	52	43
About the same	32	28	38	32	31	32	36	36	32	35	38	34	36
Not sure	13	15	15	11	10	13	15	4	15	11	8	11	13

While 7% of the American public think the reception is better today, and one in three (32%) say it is about the same, nearly half (48%) see returning servicemen being treated worse today than in the past. Sentiment about the treatment being worse is most pronounced in the West, Midwest and East. Only in the South does a slim plurality feel the reception today is "about the same" as it was after earlier wars.

Veterans among the public are also extremely sensitive to the treatment given returning servicemen today, with 53% calling it worse than in the past. It is noteworthy that, among non-whites, opinion runs somewhat counter to what the rest of the country feels. Within this group, the proportion saying treatment is better is two and one half times greater than for the public as a whole. By the same token the proportion of non-whites calling the reception worse is significantly lower than for the total public.

Among employers, opinions are consistent with the public. There is little variation in employers' attitudes according to the number of returning veterans they have hired.

Observation:

The gap between how Americans think veterans should be treated, and how they think veterans are in fact being received, is clearly demonstrated in the last several tables. The key finding is in the previous table, where Americans reveal their own concern that Vietnam era veterans are not being received as well as -- and if anything are being received worse than -- their counterparts in earlier wars the country has been involved in.

From the research findings thus far, it appears that the whole question of treatment of returning veterans is a serious burden on the conscience of the American public.

The Reception at Home: Veterans' Views

Vietnam era veterans, and those of earlier periods, were asked to rate the reception given them on returning home to determine how their views contrasted with the general public's:

TABLE 9
RECEPTION GIVEN VETERANS ON RETURNING HOME FROM SERVICE

	Reception given by close friends and family	Reception given by people own age who hadn't served in armed forces
	%	%
Vietnam Era Veterans		
Very friendly	82	53
Somewhat friendly	14	29
Slightly friendly	3	12
Not at all friendly	1	3
Not sure	*	3
Public: Earlier Veterans		
Very friendly	90	72
Somewhat friendly	9	17
Slightly friendly	1	6
Not at all friendly	-	1
Not sure	-	4

*Less than 1/2 of 1%

Both the Vietnam era veterans, and those of earlier periods have little complaint about the way they were received by family and friends.

However, in assessing the reception given by people their own age who had not served in the armed forces, a real difference emerges. While seven out of ten (72%) of the earlier returning veterans describe their reception in "very friendly" terms, for the Vietnam era servicemen the proportion describing their welcome in similar terms drops to just one in two (53%).

Observation:

Although the comparisons shown on the right side of the previous table are noteworthy, they are not surprising. Recalling earlier tables in this chapter, it was observed that young people -- those 18 to 29 -- within the American public held attitudes which were less positive and more ambivalent toward veterans and their role in the war than the total population. These are the contemporaries who are giving returning servicemen the less-than-enthusiastic welcome.

On the other side, having noted the Vietnam era veterans' sensitivity to this reception -- made even more telling by comparing it with what earlier veterans found -- it is relevant to trace how this works itself out in the process of readjusting to civilian life. One possible reflection of this is the apparent lack of desire of the returning serviceman to continue his identification with others like himself through membership in veterans service organizations.

The research found 19% of Vietnam era veterans had joined a veterans service organization (American Legion, Amvets, Veterans of Foreign Wars) after separation. Among the veterans of earlier periods, 43% had joined one of these organizations after separation.

While there are many complex factors interacting, one explanation of the significantly lower membership in these organizations by Vietnam era veterans is the desire, stated earlier, to return home and forget. These veterans want to settle back into the routine at home as quickly as possible, and think of themselves as civilians. Apparently, to 81% of the Vietnam

era servicemen, joining a veterans service organization might identify them with something their reception at home makes them want to forget.

The findings presented in this chapter show the American public and employers keenly aware of how returning veterans should be treated, and yet guilty about the way the ex-servicemen are being treated.

Veterans, on the other hand, seem less preoccupied with the way things should be, and are content to accept things as given, and do the best they can to readjusting to civilian life. This passive acceptance holds for all groups except the alienated veterans -- the non-white and the non-high school graduates. Among these latter servicemen, there is a real feeling that society owes them something for their efforts. This "something", which will be discussed in Chapter II, is a satisfactory job.

APPENDIX

CHAPTER I

TABLE 1: PUBLIC
STATEMENTS ABOUT VETERANS RETURNING TO CIVILIAN LIFE

	Total %	East %	South %	Mid-west %	West %	Cities %	Sub-urbs %	Towns %	Rural %	18 to 29 %	30 to 49 %	50 and Over %	Veteran %	Non-Veteran %	Member Vets Organization %	8th Grade or Less %	High School %	College %	White %	Non-White %
Veterans deserve respect for having served their country in the armed forces																				
Agree strongly	80	77	84	82	75	75	82	81	84	69	80	86	80	79	88	88	83	71	80	79
Agree somewhat	15	17	12	12	20	19	13	13	13	21	18	11	13	16	9	10	14	20	15	16
Disagree somewhat	3	3	3	3	4	4	3	3	1	6	1	2	4	3	-	1	2	5	3	3
Disagree strongly	1	2	1	1	1	1	2	2	*	3	1	*	1	1	1	-	*	3	1	1
Not sure	1	1	*	2	*	1	-	1	2	1	*	1	2	1	2	1	1	1	1	1
Veterans of the armed forces today deserve the same warm reception given to returning servicemen of earlier wars																				
Agree strongly	81	82	83	79	77	73	82	81	85	69	79	86	82	79	86	83	82	73	81	76
Agree somewhat	13	11	12	15	15	18	12	13	10	18	15	10	13	14	11	12	12	17	13	15
Disagree somewhat	3	3	3	3	5	5	4	2	2	8	3	2	1	4	1	2	3	6	3	4
Disagree strongly	1	2	1	1	1	2	1	2	1	2	1	1	3	1	1	1	1	2	1	2
Not sure	2	2	1	2	2	2	1	2	2	3	2	1	1	2	1	2	2	2	2	3
Veterans should feel proud to have served their country in the armed forces																				
Agree strongly	68	63	76	67	63	57	71	69	75	54	69	74	77	66	80	78	69	58	68	65
Agree somewhat	19	21	16	20	19	24	16	20	17	20	21	18	15	19	13	14	18	24	20	16
Disagree somewhat	6	8	4	6	8	10	6	3	4	12	5	4	3	7	1	2	7	8	6	9
Disagree strongly	4	4	2	4	5	5	3	4	2	9	1	2	2	4	3	2	3	6	3	6
Not sure	3	4	2	3	5	4	4	4	2	5	4	2	3	4	3	4	3	4	3	4

TABLE 1: EMPLOYERS
STATEMENTS ABOUT VETERANS RETURNING TO CIVILIAN LIFE

	Total %	East %	South %	Midwest %	West %	Veteran %	Non-Veteran %	Have Not Hired Vets %	Have Hired 1-5 Vets %	Have Hired More Than 5 Vets %	Vets Assoc. Member %
Veterans deserve respect for having served their country in the armed forces											
Agree strongly	85	80	85	91	87	85	86	85	88	84	91
Agree somewhat	12	15	13	8	10	12	12	12	10	14	8
Disagree somewhat	2	3	1	1	1	2	1	1	2	1	-
Disagree strongly	1	2	-	-	2	1	1	2	*	1	1
Not sure	*	-	1	-	-	*	*	-	-	-	-
Veterans of the armed forces today deserve the same warm reception given to returning servicemen of earlier wars											
Agree strongly	86	84	88	88	87	86	86	86	85	88	95
Agree somewhat	10	12	8	11	8	10	11	11	10	9	3
Disagree somewhat	2	3	2	1	2	2	2	2	3	1	1
Disagree strongly	1	-	1	*	1	1	*	-	1	1	1
Not sure	1	1	1	-	2	1	1	1	1	1	-
Veterans should feel proud to have served their country in the armed forces											
Agree strongly	79	75	81	84	75	84	73	76	82	78	91
Agree somewhat	15	16	12	12	19	12	17	15	15	15	6
Disagree somewhat	3	4	3	2	4	2	4	4	1	4	2
Disagree strongly	1	2	1	*	1	1	2	2	-	1	1
Not sure	2	3	3	2	1	1	4	3	2	2	-

TABLE 2: PUBLIC
STATEMENTS ABOUT VETERANS RETURNING TO CIVILIAN LIFE

	Total %	East %	South %	Mid-west %	West %	Cities %	Sub-urbs %	Towns %	Rural %	18 to 29 %	30 to 49 %	50 and Over %	Veteran %	Non-Veteran %	Member Vets Organization %	8th Grade or Less %	High School %	College %	White %	Non-White %
In Vietnam our boys were fighting to halt communist aggression and this is the highest contribution any young man can make to his country																				
Agree strongly	43	38	53	43	34	33	45	45	52	30	41	51	44	43	49	58	47	30	44	41
Agree somewhat	27	30	26	26	25	30	24	26	27	25	31	26	27	27	26	25	29	24	27	24
Disagree somewhat	12	11	8	13	19	16	12	9	10	17	14	9	13	12	12	5	10	19	12	13
Disagree strongly	13	16	7	12	17	14	17	12	7	24	9	8	12	13	9	3	9	24	13	12
Not sure	5	5	6	6	5	7	2	8	4	4	5	6	4	5	4	9	5	3	4	10
The trouble in Vietnam has been that our boys were asked to fight in a war we never could win																				
Agree strongly	38	35	38	38	36	36	37	42	34	37	30	40	38	36	38	38	36	37	37	37
Agree somewhat	23	25	20	20	29	26	22	15	25	22	26	22	22	23	23	19	24	24	23	23
Disagree somewhat	16	17	15	17	17	15	18	16	16	19	18	14	16	17	14	15	16	17	16	15
Disagree strongly	15	15	15	18	13	14	18	18	14	17	18	14	18	15	19	10	16	18	17	9
Not sure	8	8	12	7	5	9	5	9	11	5	8	10	6	9	6	18	8	4	7	16
Having served in the armed services, returning servicemen are part of a war that went bad																				
Agree strongly	37	40	29	36	47	40	40	39	30	40	33	36	42	36	50	28	37	40	37	33
Agree somewhat	25	24	28	26	22	25	23	26	28	22	30	26	25	26	24	26	25	26	25	28
Disagree somewhat	14	13	15	13	12	14	14	13	14	17	13	12	11	14	9	12	15	13	14	11
Disagree strongly	10	9	10	11	9	8	12	7	10	9	12	9	12	9	6	9	9	11	10	8
Not sure	14	14	18	14	10	13	11	15	18	12	12	17	10	15	11	25	14	10	14	20

TABLE 2: EMPLOYERS
STATEMENTS ABOUT VETERANS RETURNING TO CIVILIAN LIFE

	Total %	East %	South %	Midwest %	West %	Veteran %	Non-Veteran %	Have Not Hired Vets %	Have Hired 1-5 Vets %	Have Hired More Than 5 Vets %	Vets Assoc. Member %
In Vietnam, our boys were fighting to halt communist aggression and this is the highest contribution any young man can make to his country											
Agree strongly	39	35	48	41	32	37	42	43	38	31	44
Agree somewhat	29	28	32	28	31	30	29	27	34	28	32
Disagree somewhat	14	15	11	12	16	13	15	13	15	15	8
Disagree strongly	11	15	5	10	14	14	6	11	8	19	9
Not sure	7	7	4	9	7	6	8	6	5	7	7
The trouble in Vietnam has been that our boys were asked to fight in a war we never could win											
Agree strongly	28	28	31	25	31	30	28	30	35	22	35
Agree somewhat	23	22	20	27	21	20	27	25	24	21	17
Disagree somewhat	18	18	20	17	15	18	17	17	16	14	18
Disagree strongly	23	24	20	22	25	24	19	19	20	34	23
Not sure	8	8	9	9	8	8	9	9	5	9	7
Having served in the armed forces, returning servicemen are part of a war that went bad											
Agree strongly	35	33	36	38	31	37	32	37	34	36	33
Agree somewhat	25	26	27	21	27	23	27	25	26	26	19
Disagree somewhat	12	13	11	13	12	13	12	13	11	10	19
Disagree strongly	15	14	15	16	14	15	14	13	15	16	16
Not sure	13	14	11	12	16	12	14	12	14	12	12

TABLE 3: PUBLIC
STATEMENTS ABOUT VETERANS RETURNING TO CIVILIAN LIFE

	Total %	East %	South %	Mid-west %	West %	Cities %	Sub-urbs %	Towns %	Rural %	18 to 29 %	30 to 49 %	50 and Over %	Veteran %	Non-Veteran %	Member Vets Organization %	8th Grade or Less %	High School %	College %	White %	Non-White %
Veterans of this war were made suckers, having to risk their lives in the wrong war in the wrong place at the wrong time																				
Agree strongly	29	27	30	33	28	32	27	33	27	34	24	30	26	29	30	31	29	31	29	33
Agree somewhat	20	22	18	18	23	20	21	20	19	22	20	19	19	21	17	19	21	19	21	17
Disagree somewhat	17	17	17	17	14	17	16	14	18	18	18	15	17	17	13	16	16	18	17	17
Disagree strongly	25	25	24	24	29	22	31	24	24	20	31	26	32	24	33	16	25	29	26	17
Not sure	9	9	11	8	6	9	5	9	12	6	7	10	6	9	7	18	9	3	7	16
The President and the Administration are doing all they can to help veterans readjust to civilian life																				
Agree strongly	26	24	32	21	23	22	25	33	26	19	26	29	28	25	36	31	28	18	26	25
Agree somewhat	31	34	33	30	32	31	31	28	36	30	35	31	28	32	16	33	30	33	31	33
Disagree somewhat	19	18	14	24	20	22	20	16	16	23	17	17	21	19	23	12	19	23	19	17
Disagree strongly	15	17	11	15	17	17	16	15	10	22	14	12	17	14	21	8	14	20	15	15
Not sure	9	7	10	10	8	8	8	8	12	6	8	11	6	10	4	16	9	6	9	10
The American people are doing everything they can to make veterans feel at home again																				
Agree strongly	20	17	30	16	15	16	17	24	26	12	20	24	19	20	23	32	21	12	18	29
Agree somewhat	35	34	34	36	34	36	32	36	35	40	35	33	34	36	28	35	37	33	36	33
Disagree somewhat	26	29	18	29	32	28	31	23	22	31	29	23	26	26	26	17	24	35	27	22
Disagree strongly	14	14	11	15	16	16	17	10	10	13	13	14	18	12	21	9	13	16	14	13
Not sure	5	6	7	4	3	4	3	7	7	4	3	6	3	6	2	7	5	4	5	3

TABLE 3: EMPLOYERS
STATEMENTS ABOUT VETERANS RETURNING TO CIVILIAN LIFE

	Total %	East %	South %	Midwest %	West %	Vet-eran %	Non-Vet-eran %	Have Not Hired Vets %	Have Hired 1-5 Vets %	Have Hired More Than 5 Vets %	Vets Assoc. Member %
Veterans of this war were made suckers, having to risk their lives in the wrong place at the wrong time											
Agree strongly	14	18	12	16	10	15	15	17	15	11	16
Agree somewhat	16	17	13	16	19	14	18	20	13	13	11
Disagree somewhat	20	19	20	21	20	20	20	23	19	19	20
Disagree strongly	41	37	47	39	41	43	38	32	43	47	44
Not sure	9	9	8	8	10	8	9	8	10	10	9
The President and the Administration are doing all they can to help veterans readjust to civilian life											
Agree strongly	35	25	48	34	31	33	38	31	35	40	44
Agree somewht	32	32	31	33	33	33	30	35	29	30	25
Disagree somewhat	13	20	10	11	11	14	13	12	15	14	10
Disagree strongly	10	12	6	11	13	12	7	12	12	8	13
Not sure	10	11	5	11	12	8	12	10	9	8	8
The American people are doing everything they can to make veter as feel at home again											
Agree strongly	24	24	26	23	20	18	30	24	26	18	20
Agree somewhat	38	34	38	43	39	39	38	37	32	47	39
Disagree somewhat	24	26	22	20	29	26	21	23	27	22	24
Disagree strongly	12	13	12	11	11	15	8	13	13	11	16
Not sure	2	3	2	3	1	2	3	3	2	2	1

TABLE 4: PUBLIC
STATEMENTS ABOUT VETERANS RETURNING TO CIVILIAN LIFE

	Total %	East %	South %	Mid-west %	West %	Cities %	Sub-urbs %	Towns %	Rural %	18 to 29 %	30 to 49 %	50 and Over %	Veteran %	Non-Veteran %	Member Vets Organization %	8th Grade or Less %	High School %	College %	White %	Non-White %
The real heroes of the Vietnam war are the boys who refused induction and faced the consequences, and not those who have served in the armed forces																				
Agree strongly	4	5	4	3	4	5	4	5	3	7	4	3	3	4	3	3	4	6	3	8
Agree somewhat	7	7	5	8	10	10	8	7	4	15	5	4	4	8	3	6	6	9	7	12
Disagree somewhat	15	16	12	14	18	22	13	13	10	18	15	13	10	16	7	13	14	17	14	21
Disagree strongly	68	66	74	69	64	56	70	69	79	52	70	76	80	66	84	71	71	63	71	50
Not sure	6	6	5	6	4	7	5	6	4	8	6	4	3	6	3	7	5	5	5	9

TABLE 4: EMPLOYERS
STATEMENTS ABOUT VETERANS RETURNING TO CIVILIAN LIFE

	Total	East	South	Midwest	West	Vet-eran	Non-Vet-eran	Have Not Hired Vets	Have Hired 1-5 Vets	Have Hired More Than 5 Vets	Vets Assoc. Member
	%	%	%	%	%	%	%	%	%	%	%
The real heroes of the Vietnam war are the boys who have refused induction and have faced the consequences, and not those who have served in the armed forces											
Agree strongly	2	4	2	*	3	2	3	3	2	1	5
Agree somewhat	2	3	-	4	3	2	2	3	2	2	-
Disagree somewhat	10	13	10	8	9	9	11	11	10	10	7
Disagree strongly	82	74	85	85	84	84	79	78	84	81	87
Not sure	4	6	3	3	1	3	5	5	2	6	1

TABLE 5: VETERANS
STATEMENTS ABOUT VETERANS RETURNING TO CIVILIAN LIFE

	Friends and family did everything they could to make you feel at home again					Most people at home respect you for having served your country in the armed forces				
	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	79	17	2	1	1	47	32	12	7	2
East	78	18	2	1	1	43	35	12	7	3
South	79	15	3	2	1	50	29	11	8	2
Midwest	79	18	1	1	1	51	30	11	6	2
West	75	19	3	2	1	40	32	16	10	2
White	78	18	2	1	1	48	32	12	6	2
Non-white	83	12	2	1	2	42	29	14	14	1
Army	81	15	2	1	1	45	32	12	9	2
Navy	75	20	1	2	2	48	31	12	6	3
Air Force	74	20	2	1	3	50	34	10	5	1
Marines	77	18	2	2	1	47	27	17	7	2
Served in Vietnam	81	15	2	1	1	45	30	14	8	3
Served in other Asia	77	19	2	1	1	54	28	10	5	3
Served in Europe	79	19	2	8	8	51	36	8	4	1
Served only in U.S.	75	21	2	1	1	46	34	12	7	1
Student	74	20	3	2	1	39	32	18	8	3
18 to 24	79	17	2	1	1	44	31	13	9	3
25 to 29	80	16	2	1	1	50	32	11	6	1
30 to 34	76	19	2	3	-	46	36	9	8	1
35 and over	64	21	3	3	9	55	26	11	5	3
Non-high school graduate	76	16	4	3	1	50	27	11	10	2
High school graduate	79	17	2	1	1	48	30	12	7	3
Some college, 2 year graduate	78	17	2	2	1	45	32	13	8	2
4 year graduate, post graduate	75	22	1	*	2	39	40	14	7	-

TABLE 5: VETERANS (Continued)
STATEMENTS ABOUT VETERANS RETURNING TO CIVILIAN LIFE

	When you got home you didn't want any thanks for what you had done for your country					People at home made you feel proud you had served your country in the armed forces				
	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	40	33	15	9	3	31	38	16	12	3
East	40	35	16	6	3	27	38	17	13	5
South	39	29	16	13	3	37	38	12	10	3
Midwest	38	35	16	7	4	30	40	17	11	2
West	41	32	14	8	5	28	32	19	16	5
White	40	34	16	7	3	31	37	16	12	4
Non-white	37	27	15	17	4	30	38	14	15	3
Army	39	33	16	9	3	29	39	16	13	3
Navy	39	35	16	7	3	33	39	15	10	3
Air Force	40	34	14	10	2	31	41	14	11	3
Marines	47	29	13	9	2	32	35	14	15	4
Served in Vietnam	39	30	17	10	4	32	37	15	13	3
Served in other Asia	35	32	16	12	5	36	39	14	10	1
Served in Europe	40	31	18	7	4	34	42	11	9	4
Served only in U.S.	38	40	13	6	3	25	38	21	12	4
Student	39	32	18	7	4	24	32	20	19	5
18 to 24	41	33	15	8	3	29	37	17	13	4
25 to 29	38	33	15	10	4	31	38	16	12	3
30 to 34	38	38	19	4	1	28	48	13	8	3
35 and over	50	21	12	11	6	46	29	8	13	4
Non-high school graduate	47	27	14	9	3	37	31	15	13	4
High school graduate	41	33	15	8	3	33	41	14	10	2
Some college, 2 year graduate	38	33	16	9	4	28	36	17	14	5
4 year graduate, post graduate	31	40	18	8	3	19	38	22	17	4

(Continued)

TABLE 5: VETERANS (Continued)
STATEMENTS ABOUT VETERANS RETURNING TO CIVILIAN LIFE

	People at home don't understand what you've been through in the armed forces					Having been away for awhile, you felt left out of everything that was going on at home				
	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	28	30	22	17	3	25	25	21	28	1
East	26	30	24	18	2	23	28	23	24	2
South	32	29	20	16	3	25	23	20	31	1
Midwest	26	31	22	19	2	25	24	19	31	1
West	27	33	21	15	4	25	23	20	31	1
White	25	31	23	18	3	24	24	21	30	1
Non-white	43	29	16	10	2	31	26	21	21	1
Army	30	30	22	16	2	26	25	20	28	1
Navy	22	31	23	20	4	23	27	19	29	2
Air Force	21	32	24	18	5	19	22	23	35	1
Marines	33	31	20	16	*	27	23	21	26	3
Served in Vietnam	34	31	19	15	1	28	24	20	27	1
Served in other Asia	19	32	24	22	3	20	23	21	35	1
Served in Europe	23	28	26	21	2	25	25	20	28	2
Served only in U.S.	20	35	24	19	2	18	30	22	29	1
Student	27	30	24	17	2	26	30	20	23	1
18 to 24	33	30	20	15	2	31	26	20	22	1
25 to 29	23	32	24	18	3	22	23	20	33	2
30 to 34	22	30	24	24	-	9	25	27	39	-
35 and over	20	32	20	19	9	10	15	20	55	-
Non-high school graduate	42	25	17	14	2	32	19	21	27	1
High school graduate	29	30	22	16	3	24	24	21	30	1
Some college, 2 year graduate	26	30	21	20	3	25	26	20	28	1
4 year graduate, post graduate	13	36	28	20	3	15	29	23	33	*

TABLE 5: VETERANS (Continued)
STATEMENTS ABOUT VETERANS RETURNING TO CIVILIAN LIFE

	When you finally got home all you wanted was to be left alone					The President and his Administration are doing all they can to help veterans readjust to civilian life				
	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	25	19	21	34	1	21	31	16	24	8
East	24	20	23	31	2	18	32	16	27	7
South	21	16	22	40	1	28	29	15	20	8
Midwest	27	17	20	35	1	21	31	18	23	7
West	27	22	16	33	2	18	26	16	29	11
White	24	19	21	34	2	22	32	15	23	8
Non-white	29	16	20	34	1	17	21	21	33	8
Army	26	21	21	31	1	22	30	16	25	7
Navy	23	17	20	38	2	22	33	13	22	10
Air Force	18	16	20	44	2	19	33	19	20	9
Marines	28	18	21	31	2	20	27	18	27	8
Served in Vietnam	30	21	18	30	1	21	28	16	27	8
Served in other Asia	17	17	18	46	2	24	31	19	20	6
Served in Europe	18	17	30	33	2	23	35	17	16	9
Served only in U.S.	22	17	25	34	2	18	32	17	24	9
Student	25	22	20	31	2	15	33	19	27	6
18 to 24	29	20	19	31	1	19	29	16	28	8
25 to 29	22	18	21	38	1	22	32	17	21	8
30 to 34	12	15	33	37	3	21	34	17	18	10
35 and over	17	17	21	44	1	38	25	17	13	7
Non-high school graduate	33	19	17	30	1	23	21	16	31	9
High school graduate	25	19	23	32	1	23	31	15	23	8
Some college, 2 year graduate	23	17	19	39	2	20	32	16	24	8
4 year graduate, post graduate	18	19	23	38	2	18	34	22	21	5

TABLE 5: VETERANS (Continued)
STATEMENTS ABOUT VETERANS RETURNING TO CIVILIAN LIFE

	Readjusting to civilian life was more difficult than most people imagine					Coming home was a big let-down because so few people appreciated the service you had put in				
	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	19	18	29	33	1	13	17	30	37	3
East	20	19	31	29	1	14	16	33	33	4
South	21	19	28	31	1	11	18	26	43	2
Midwest	17	19	27	36	1	11	17	31	38	3
West	17	13	31	38	1	14	16	29	37	4
White	16	18	30	35	1	11	16	30	40	3
Non-white	33	20	26	19	2	18	21	28	29	4
Army	21	18	29	31	1	13	18	29	37	3
Navy	14	18	30	37	1	11	17	29	39	4
Air Force	15	20	30	33	2	10	11	34	42	3
Marines	23	18	28	31	-	15	18	33	31	3
Served in Vietnam	25	19	28	27	1	14	20	28	34	4
Served in other Asia	14	17	30	38	1	6	15	27	51	1
Served in Europe	16	16	31	36	1	11	13	35	39	2
Served only in U.S.	11	18	34	37	*	9	16	33	39	3
Student	19	19	33	28	1	11	18	35	33	3
18 to 24	24	19	29	27	1	14	20	30	32	4
25 to 29	14	18	27	40	1	12	14	29	42	3
30 to 34	11	17	35	37	-	8	17	33	41	1
35 and over	18	14	24	43	1	13	6	25	53	3
Non-high school graduate	27	19	27	27	*	20	13	27	37	3
High school graduate	20	17	29	33	1	12	18	28	38	4
Some college, 2 year graduate	16	21	29	33	1	12	16	33	36	3
4 year graduate, post graduate	10	15	33	41	1	8	17	33	39	3

TABLE 5: VETERANS (Continued)
STATEMENTS ABOUT VETERANS RETURNING TO CIVILIAN LIFE

	Those people at home who oppose the Vietnam war often blame veterans for our involvement there				
	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	9	11	21	54	5
East	7	11	24	58	4
South	11	12	20	50	7
Midwest	8	12	20	56	4
West	8	9	21	57	5
White	8	11	21	56	4
Non-white	14	13	22	42	9
Army	9	11	22	53	5
Navy	6	10	22	57	5
Air Force	6	11	18	57	8
Marines	14	15	20	48	3
Served in Vietnam	9	13	19	54	5
Served in other Asia	9	11	24	49	7
Served in Europe	5	8	20	61	6
Served only in U.S.	6	11	25	53	5
Student	4	11	21	59	5
18 to 24	10	13	20	51	6
25 to 29	7	9	23	57	4
30 to 34	4	12	25	54	5
35 and over	13	9	18	51	9
Non-high school graduate	15	11	22	48	4
High school graduate	10	12	21	52	5
Some college, 2 year graduate	6	11	19	58	6
4 year graduate, post graduate	4	8	28	57	3

1a.

TABLE 6: PUBLIC
RECEPTION GIVEN VETERANS RETURNING HOME FROM SERVICE TODAY

	Very Friendly %	Somewhat Friendly %	Only Slightly Friendly %	Not at All Friendly %	Not Sure %
Total	32	31	20	6	11
East	28	33	21	7	11
South	39	29	15	4	13
Midwest	35	31	20	6	8
West	26	32	24	5	13
Cities	27	34	23	7	9
Suburbs	30	37	19	5	9
Towns	31	28	19	6	16
Rural	42	25	16	5	12
18 to 29	26	42	18	6	8
30 to 49	37	31	19	4	9
50 and over	33	26	21	7	13
Veteran	28	32	25	8	7
Non-veteran	35	31	18	5	11
Member vets organization	23	35	26	10	6
8th grade or less	35	22	18	7	18
High school	33	31	19	7	10
College	29	37	21	4	9
White	33	31	19	6	11
Non-white	26	33	23	7	11

1a.

TABLE 6: EMPLOYERS
RECEPTION GIVEN VETERANS RETURNING HOME FROM SERVICE TODAY

	Very Friendly %	Somewhat Friendly %	Only Slightly Friendly %	Not At All Friendly %	Not Sure %
Total	50	30	11	2	7
East	47	27	16	2	8
South	49	34	8	3	6
Midwest	56	30	7	2	5
West	44	27	16	1	12
Veteran	46	31	15	3	5
Non-veteran	55	28	7	*	10
Have not hired vets	46	30	14	2	8
Have hired 1 to 5 vets	53	26	12	2	7
Have hired more than 5 vets	52	33	10	1	4
Vets association member	54	27	10	4	5

2.

TABLE 8: PUBLIC
COMPARING RECEPTION EXTENDED TO RETURNING SERVICEMEN TODAY
WITH SERVICEMEN RETURNING FROM EARLIER WARS

	Better Today %	Worse Today %	About the Same %	Not Sure %
Total	7	48	32	13
East	6	51	28	15
South	13	34	38	15
Midwest	4	53	32	11
West	5	54	31	10
Cities	7	50	29	14
Suburbs	7	51	28	14
Towns	9	44	35	12
Rural	8	41	39	12
18 to 29	6	49	23	22
30 to 49	6	53	30	11
50 and over	8	44	38	10
Veteran	7	53	36	4
Non-veteran	7	46	32	15
Member vets organization	9	55	32	4
8th grade or less	15	32	40	13
High school	7	42	37	14
College	3	64	21	12
White	6	49	32	13
Non-white	17	32	36	15

2.

TABLE 8: EMPLOYERS
COMPARING RECEPTION EXTENDED TO RETURNING SERVICEMEN TODAY
WITH SERVICEMEN RETURNING FROM EARLIER WARS

	Better %	Worse %	About the Same %	Not Sure %
Total	5	49	35	11
East	6	51	32	11
South	5	51	36	8
Midwest	5	45	38	12
West	4	48	34	14
Veteran	4	55	35	6
Non-veteran	6	41	37	16
Have not hired vets	5	49	38	8
Have hired 1 to 5 vets	3	52	34	11
Have hired more than 5 vets	8	43	36	13
Vets association member	4	48	43	5

10a & 10b.

TABLE 9: VETERANS
RECEPTION GIVEN VETERANS ON RETURNING HOME FROM SERVICE

	Total	East	South	Mid-west	West	White	Non-White	Army	Navy	Air Force	Marines	Served in Vietnam	Served in Other Asia	Served in Europe	Served Only in U.S.	Student	18 to 24	25 to 29	30 to 34	35 and Over	Non-High School Graduate	High School Graduate	Some College/2 Year Graduate	4 Year Graduate/Post Graduate
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
From Family and Friends																								
Very friendly	82	84	83	78	80	82	78	83	80	82	76	82	83	84	83	82	79	85	78	75	73	81	84	83
Somewhat friendly	14	13	12	18	15	14	15	13	15	16	16	14	14	14	14	14	15	12	18	17	18	14	12	7
Slightly friendly	3	2	4	3	3	3	4	3	3	2	6	3	2	2	2	3	4	2	3	5	5	3	3	*
Not at all friendly	1	1	1	1	1	1	2	1	1	*	1	1	-	*	1	1	2	*	1	1	4	1	1	*
Not sure	*	*	*	*	1	*	1	*	1	-	1	*	1	-	-	-	*	1	-	2	*	1	-	-
From people own age who hadn't served in armed forces																								
Very friendly	53	55	56	52	49	52	59	54	51	55	48	51	58	57	56	48	52	58	54	52	50	54	53	58
Somewhat friendly	29	29	28	29	30	29	27	29	28	26	33	32	25	29	25	30	31	26	27	19	29	29	29	27
Slightly friendly	12	10	12	13	12	12	10	11	12	13	13	12	12	9	12	15	12	12	8	11	14	11	12	10
Not at all friendly	3	2	2	3	4	3	3	3	3	2	4	3	1	2	3	2	3	1	5	5	4	3	2	3
Not sure	3	4	2	3	5	4	1	3	6	4	2	2	4	3	4	5	2	3	6	13	3	3	4	2

CHAPTER II:

THE PROBLEMS OF FINDING EMPLOYMENT FOR RETURNING VETERANS

THE PROBLEMS OF FINDING EMPLOYMENT FOR RETURNING VETERANS

One of the major objectives of the research was to find out how returning Vietnam era veterans are doing in the job market. A large part of the survey dealt with the readjustment of Vietnam veterans to jobs in civilian life.

General Attitudes Towards Hiring Veterans

All three groups surveyed -- the public, returning Vietnam era veterans, and prospective employers -- were asked to assess how interested employers generally are in hiring returning veterans. As an extra dimension, veterans of earlier periods were also asked for their recollection of how it was when they returned home:

TABLE 10
PERCEIVED ATTITUDES OF POTENTIAL EMPLOYERS TOWARD HIRING RETURNING VETERANS

	Public			Vietnam Era Veterans				RECALLED ATTITUDES
	Total	White	Non-White	Total	White	Non-White	Total Employers	Public: Earlier Veterans
	%	%	%	%	%	%	%	%
Very interested	19	19	17	64	66	50	57	64
Somewhat interested	39	39	36	29	28	36	31	18
Only slightly interested	23	22	32	7	6	14	7	6
Not at all interested	6	6	8	-	-	-	1	6
Not sure	13	14	7	-	-	-	4	3

Among the American public, 58% think employers show some degree of interest (either "very interested" or "somewhat interested") in hiring returning veterans. However, within the other groups, opinion is decidedly more

positive, with 93% of the returning veterans, and 88% of employers themselves saying they are interested in hiring returning veterans. A more dramatic contrast is found between the total public (only one in five of whom call employers "very interested") and the nearly two out of three veterans (64%) and close to three out of five employers (57%) who say they are "very interested" in hiring veterans.

It is noteworthy that, among veterans of earlier periods, a proportion which is identical to that of the Vietnam era servicemen (64%) recall a "very interested" reception from prospective employers.

Observation:

On the face of it, the American people are far less aware of the interest of prospective employers in hiring veterans than either the veterans themselves or the business executives who are doing the hiring. This is apparently another reflection of the problem returning veterans pose to the collective conscience of the American public, discussed in the preceeding chapter. On the basis of the previous table, it would appear that the public's assessment is inaccurate.

The public and prospective employers were asked about the likelihood of giving preference to hiring returning veterans over other young men who had not served. For employers, the question probed directly at their intentions: "As an employer would you be more likely to hire a veteran than another young man who had not served....?" Among the public, the question was projective: "If you were an employer, would you be more likely to hire a veteran....?"

TABLE 11
LIKELIHOOD OF HIRING A VETERAN
OVER ANOTHER YOUNG MAN WHO HAD NOT SERVED IN THE ARMED FORCES

	Public								Total Employers
	Total	18-29	30-49	50 and over	Veteran	Non-Veteran	White	Non-White	
	%	%	%	%	%	%	%	%	%
More likely	51	35	48	62	59	50	53	43	53
Less likely	2	3	2	1	3	1	1	3	1
No difference	45	61	48	35	36	47	44	50	45
Not sure	2	1	2	2	2	2	2	4	1

Slim majorities of the public and prospective employers (51% and 53% respectively) say they are more likely to hire veterans than other young men. People 50 and older, and earlier veterans indicate a greater likelihood than other groups. On the other side, a majority of young people (61%) say they would not treat veterans differently from other job applicants

However, the intention to give veterans preference appears to be contingent upon qualifications:

TABLE 12
REASONS FOR BEING MORE LIKELY/LESS LIKELY
TO HIRE A VETERAN OVER ANOTHER YOUNG MAN

	Total Public %	Total Employers %
Would hire the most qualified	43	37
Veteran deserves to be hired, veteran served his country	33	23
Veteran is more mature, more dependable; deserves a job	10	17
If veteran is qualified would give him preference	9	21
Veteran has fulfilled his military obligation-- will stay with job, won't be drafted	9	12
Veteran gets special training in armed forces	4	3
All other	1	-

The public is more vocal about hiring veterans as a matter of obligation (they deserve to be hired) while employers are thinking more in terms of a job situation -- maturity and dependability, certainly they will stay on the job, will not be drafted. Employers also are quick to point out that they would give preference to veterans if they are qualified.

Observation:

Both the American public and prospective employers express a desire -- by a small margin -- to give returning veterans preference in hiring. Young people and non-whites, however, go against the trend. Very possibly this reflects the fact that unemployment rates are higher among these groups than in general. Thus, by giving servicemen preference, the young and non-whites may feel they would be hurting their own chances at finding and keeping a job.

In the reasons cited in the last table, the whole subject of qualifications is introduced as a reservation. Employers seem to be saying that they don't necessarily recognize an obligation to hire veterans over other young men, but they would do it provided the qualifications are the same. Put another way, employers are not willing to hire a veteran with inferior skills just because he happens to be a returning serviceman.

On the question of maturity and stability as qualifications for employment, there was widespread agreement among the public, veterans, and employers that returning servicemen are improved job candidates as a result of having served in the military:

TABLE 13
"MOST VETERANS ARE MORE MATURE AND STABLE THAN THEY WERE BEFORE THEY ENTERED THE ARMED FORCES, AND THUS BETTER QUALIFIED FOR JOBS"

	Public				Total Vietnam Era Veterans	Total Employers
	Total	18-29	30-49	50 and over		
	%	%	%	%	%	%
Agree strongly	38	31	32	44	53	50
Agree somewhat	35	31	42	35	30	32
Disagree somewhat	13	19	14	10	8	9
Disagree strongly	7	14	7	4	5	5
Not sure	6	5	5	7	4	4

While all three groups agree with the statement, veterans and employers feel significantly more this way than the public. Within the public, young people are most skeptical, with one in three (33%) disagreeing, compared with half as many (14%) among people 50 and over who reject the statement.

Observation:

The overwhelming agreement with the idea that military service has enhanced the credentials of veterans as job candidates is impressive. Young people seem to be the most skeptical. Again, this may well have to do with the fact that they are competing with returning veterans to find and hold jobs.

Later sections of this chapter will test how closely employers have carried their views about veterans into practice.

Assessing the Difficulty of Finding a Job

To test the difficulty faced by veterans in finding jobs, three projective statements were read to the groups interviewed:

TABLE 14
STATEMENTS ABOUT VETERANS FINDING JOBS AFTER RETURNING HOME FROM THE SERVICE

	Public						Vietnam Era Veterans			Total Employers
Employers should make a special effort to hire men and women who have just served their country in the armed forces *	Total	18-29	30-49	50 and over	White	Non-White	Total	White	Non-White	
	%	%	%	%	%	%	%	%	%	
Agree strongly	63	49	60	69	61	71	21	22	19	54
Agree somewhat	27	33	31	23	28	21	30	30	29	35
Disagree somewhat	6	11	5	4	7	3	22	22	22	8
Disagree strongly	2	4	2	1	2	2	18	16	24	2
Not sure	2	3	2	2	2	2	9	10	6	1
The state of the economy makes it almost impossible for returning veterans to find jobs today										
Agree strongly	45	47	47	44	44	54	36	35	40	30
Agree somewhat	32	32	30	32	33	25	28	29	28	32
Disagree somewhat	12	14	13	11	12	9	15	15	13	19
Disagree strongly	6	4	5	7	6	6	17	17	12	15
Not sure	5	3	5	6	5	6	4	4	7	4
Veterans have a harder time than other unemployed civilians in finding jobs										
Agree strongly	14	14	15	14	12	24	12	9	24	8
Agree somewhat	21	21	19	21	20	24	15	13	23	14
Disagree somewhat	30	34	33	27	31	25	34	35	27	31
Disagree strongly	20	20	19	21	21	14	33	37	19	37
Not sure	15	11	14	17	16	13	6	6	7	10

*The wording of this question in the veterans questionnaire was slightly different from that shown. In the veterans questionnaire the question read: "Most employers make a special effort. . ."

Adding the "agree strongly" to the "agree somewhat" answers, nine out of ten in both the public and employer samples accept the idea that "employers should make a special effort to hire returning veterans."

However, when veterans were asked if most employers do indeed make this special effort, only 51% agreed with the statement.

Overwhelming majorities of all three groups (77% of the public, 64% of veterans and 62% of employers) blame the state of the economy for making it "almost impossible for veterans to find jobs."

But despite the economy, a precise one in two (50%) of the public and two out of three veterans and employers (67 and 68% respectively) reject the notion that "veterans have a harder time than other unemployed civilians in finding jobs."

Within the U.S. public and returned veterans groups there are also some interesting variations. Significantly, among the public, fewer young people go along with the notion that employers should make a special effort to hire veterans. On the other hand, non-whites show a higher proportion of sympathy with special treatment of veterans than any other group.

In assessing whether veterans have a more difficult time than others, twice as many non-whites among the general public agree strongly as do whites (24% to 12% respectively). Among veterans, the gap is wider (24% to 9%) and increases if the "agree strongly" and "agree somewhat" answers are added together (47% to 22%).

Observation:

Again, the gap between what the American people think should be done to help veterans, and what in fact is being done, emerges. There is little doubt that all groups feel some extra effort should be forthcoming to help veterans find jobs, and yet only half of the

veterans report this was the case from their vantage point. The employers seem to be vulnerable here, particularly in view of their stated intention of giving preference to returning servicemen.

Although there is wide recognition that the state of the economy today makes it difficult to find jobs, the veterans do not appear to be taking the view that their lot is harder than that of other unemployed civilians. The exception is non-whites. It is well known that, even when unemployment is low, the jobless rate among non-whites is considerably higher than for whites. Recognizing that returning Vietnam era veterans are coming home to an economy which is marked by 6% unemployment, it is not surprising that non-white veterans appear to be facing compounded difficulties in finding work, and thus sound more plaintive and more pessimistic about employment issues.

The other projective statements, asked only of the returning veterans, give added insight to the difficulties in finding a job:

TABLE 15
STATEMENTS ABOUT VETERANS FINDING JOBS AFTER RETURNING HOME FROM SERVICE

	Vietnam Era Veterans		
It's a waste of time looking for a job today because there just aren't any around	Total	White	Non-White
	%	%	%
Agree strongly	11	10	19
Agree somewhat	16	15	21
Disagree somewhat	27	26	30
Disagree strongly	44	47	27
Not sure	2	2	3
Many employers are interested in you until they find out that you just returned from the servic			
Agree strongly	3	2	9
Agree somewhat	9	7	17
Disagree somewhat	33	32	34
Disagree strongly	47	51	30
Not sure	8	8	10

Better than seven in ten (71%) reject the idea that "it is a waste of time looking for a job."

Veterans also disagree -- by a similar margin -- with the proposition that "employers are interested in veterans until they find out that you have just returned from the service."

In both statements, however, non-white veterans show significantly higher agreement than white ex-servicemen. While one in four (25%) whites agree that "it is a waste of time to look for a job," the proportion rises to 40% among non-whites.

The disparity is even greater in the second statement. Here one in ten (9%) white veterans agree that employers lose interest once they learn the applicant is a returning serviceman. However, among non-whites almost three times as many -- 26% -- agree with the statement.

Observation:

On the basis of the last two projective questions, two conclusions can be drawn. First, most veterans simply do not feel it is futile to look for work -- in spite of what they recognize as a relatively bad economic situation.

Second, most veterans do not feel discriminated against as a result of their being veterans. This last conclusion does not hold for the non-whites, since the evidence shows that a consistently higher proportion of this group think they are the object of discrimination because they are ex-servicemen. The fact that the white veterans do not complain about this suggests that the discrimination is racially motivated.

Given the economic climate in which they have returned to civilian life, it comes as no surprise that two-thirds of the veterans report having difficulty in finding a job:

TABLE 16
HOW DIFFICULT FOR VETERANS
TO FIND JOBS AFTER RETURNING TO CIVILIAN LIFE

	Total Public	Vietnam Era Veterans							Total Employers	RECALLED DIFFICULTY: Public: Earlier Veterans
		Total	White	Non-White	18-24	25-29	30-34	35 & Over		
	%	%	%	%	%	%	%	%	%	%
Very difficult	23	22	20	34	24	20	19	17	18	9
Somewhat difficult	45	40	41	37	40	40	38	26	48	19
Slightly difficult	18	22	22	19	22	22	23	23	20	22
Not at all difficult	7	13	14	7	11	15	15	27	9	47
Not sure	7	3	3	3	3	3	5	7	5	3

Over three out of five members of the public, the Vietnam era veterans, and the employers describe conditions for veterans finding jobs as difficult (either "very" or "somewhat difficult"). Only among returning servicemen 35 or older does opinion run in the opposite direction, with an even 50% reporting jobs "slightly difficult" or "not at all difficult" to find.

It is also noteworthy that, in describing the conditions they found after returning home, only 28% of veterans of earlier periods recalled a "very" or "somewhat difficult" situation.

The public and employers were asked what they thought were the two or three biggest problems facing returning veterans:

72-165 O-72—5

6b.

TABLE 17

GREATEST PROBLEMS VETERANS FACE IN FINDING JOBS AFTER RETURNING FROM THE ARMED FORCES

(VOLUNTEERED)

	Total Public* %	Total Employers* %
Unemployment, lack of jobs	37	29
Adjustment to civilian life, finding and keeping a job, competing with college kids	20	22
Lack of skills and qualifications, poor job experience	20	23
Emotional lack of maturity, veterans don't want to work -- expect too much to be given to them	15	10
General state of the economy	11	20
Drug scare, fear of employers to hire veterans	11	5
Not sufficient schooling, education	6	3
No good paying jobs, veterans are stuck with low paying jobs	4	2
All other mentions	1	3
No problems at all	3	7
Don't know	8	1

* Adds to more than 100% as some people gave more than one answer.

Unemployment, as well as competing for and holding jobs, is uppermost on both lists, but with fewer mentions among employers than the public. On the other side, it is interesting that employers cite the general state of the economy to a significantly greater extent than the public. The claimed emotional lack of maturity among veterans appears to be of secondary importance, confirming the view revealed earlier that military service has actually enhanced these job applicants' stability.

Observation:

In the eyes of the public, the difficulty veterans have in finding jobs can be traced back to the state of the economy, and consequent high unemployment and lack of jobs.

From the employers' standpoint, this is also a primary reason. However the greater competition in the job market -- placing a premium on better developed skills and qualifications -- is also seen as one of the reasons veterans face problems. Later in this chapter the findings will deal with occupational training received in the service and how it stands up on the outside. Here, however, it is important to note that, despite the feeling that veterans should be given some preference in hiring, 62% of returning veterans are not having an easy time of it.

In view of the acknowledged difficulty returning veterans are having in finding jobs, the idea has been advanced that perhaps veterans should not be required to work as soon as they come home. This concept was put directly to the veterans:

TABLE 18
"AFTER THE SERVICE THEY'VE JUST DONE FOR THEIR COUNTRY, VETERANS SHOULDN'T HAVE TO WORK RIGHT AWAY WHEN THEY GET HOME"

	Vietnam Era Veterans										
				Length of Service			Education				
	Total	White	Non-White	6 mos-2 yrs	2-4 yrs	Over 4 yrs	Non-HS Grad	HS Grad	Some Coll	Coll Grad/ Post Grad	Unemployed
	%	%	%	%	%	%	%	%	%	%	%
Agree strongly	17	14	31	23	18	10	26	19	13	7	28
Agree somewhat	21	20	25	26	22	14	20	21	22	15	24
Disagree somewhat	23	24	22	21	25	22	22	24	24	23	22
Disagree strongly	35	38	19	26	30	51	29	31	39	49	21
Not sure	4	4	3	4	5	3	3	5	2	6	5

Close to thr e out of five (58%) of all returning veterans reject the notion that they shouldn't have to work right away. It is interesting that the shorter the time served in the armed forces, the greater the agreement with the idea that they are entitled to some time off. Non-whites and currently unemployed veterans are the only groups where more than half agree with the idea. Among servicemen who were in for six months to two years, by a slim margin, the proportion agreeing outweighs those disagreeing (49 to 47%).

Observation:

The results in the previous table confirm a conclusion drawn in the last chapter: returning veterans today, for the most part, are anxious to get back to the routine of civilian life. This includes finding a job and getting to work.

It is understandable that those who have experienced the greatest difficulty in finding a job -- the unemployed and non-whites -- would be most receptive to the idea expressed in the statement.

The relatively high agreement among those serving six months to two years can be explained by the fact that, in composition, 57% of this group are draftees (versus 33% for the total

sample) and draftees show greater interest in the idea presented in the statement than those who volunteered for service.

Nonetheless, it is significant that 38% of all veterans feel upon their return they "should not have to work right away." Undoubtedly, this feeling has increased the unemployment figures among veterans.

The Status of Veterans

The research revealed that, prior to going into the service, only one in twenty veterans was unemployed:

TABLE 19

VIETNAM ERA VETERANS' STATUS BEFORE AND AFTER THE SERVICE

	Before the Service							Status Now						
	Total	White	Non-White	Non-HS Grad	HS Grad	Some Coll/ 2 yr Grad	4 yr Grad/ Post Grad	Total*	White	Non-White	Non-HS Grad	HS Grad	Some Coll/ 2 yr Grad	4 yr Grad/ Post Grad
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Student in school	38	38	38	27	30	46	65	15	15	17	4	6	33	24
Unemployed**	5	5	7	7	5	5	3	15	14	21	31	14	10	14
Employed part time	13	13	13	13	13	14	9	8	7	10	5	6	13	9
Employed full time	51	52	48	56	57	47	30	68	70	58	61	76	60	59
Other	*	*	*	-	*	*	-	3	3	2	2	3	3	1

Note: Totals add to more than 100% since some veterans -- particularly those who were employed part time -- were also doing something else (going to school).

* Less than 0.5%

** "Unemployed" refers to those veterans who are currently not working. This differs somewhat from the Bureau of Labor Statistics' definition. See page 78 for a reconciliation with the BLS' definition.

In comparing status immediately before entering the service and now, unemployment among all veterans rose threefold (from 5 to 15%). Attendance in school and part time employment both dropped, while full time employment increased significantly.

Unemployment now is 50% higher among non-whites than for whites. Among non-high school graduates, the rate is more than double that of the total. It is interesting that, as far as returning Vietnam era veterans are concerned, education appears to be a factor in unemployment only for non-high school graduates. For the other three educational attainment categories, the rates of unemployment are similar. Although not shown in the previous table (see Table 19 in Appendix at end of this chapter) unemployment among returning veterans appears to be inversely related to the amount of time since separation. Among those separated within the past year, 28% are unemployed now, compared with one quarter of that -- 7% -- among veterans who were separated more than three years ago.

Comparing pre-service school attendance to the present, attendance dropped significantly in every category shown in the previous table except among veterans with some college education and two-year college graduates. Attendance also fell in this category, but not to the same degree.

The percentages of those fully employed have increased across the board. However, the most significant increase has been among four-year college graduates where nearly twice as many are working now compared with pre-service.

Observation:

Assimilation into the labor force after the service does not appear to be related to educational attainment -- as long as the veteran has at least a high

school education. The main factors apparently governing finding a job are race and the amount of time since separation from the service.

It is interesting that returning veterans with some college/two-year college graduates show the greatest likelihood of continuing their education after leaving the service. The fact that less than half of the four-year college graduates elected to continue their education after separation suggests that they had some discretion in timing their military obligation to come after they finished college or graduate school, and thus had planned to enter the labor force upon returning home.

In view of the fact that success in finding a job has traditionally been related to educational attainment, it must be surprising to returning veterans -- who have a four year college education -- to find themselves with the same rate of unemployment as total returning veterans.

Re-employment Rights

The research found that among veterans who were employed -- either full or part time -- prior to entering the service, four out of five were familiar with their re-employment benefits:

TABLE 20
FAMILIARITY WITH RE-EMPLOYMENT RIGHTS

(Base: Employed before service)

	Vietnam Era Veterans		
	Total	White	Non-White
	%	%	%
Familiar	80	81	78
Not familiar	19	18	21
Not sure	1	1	1

Despite this high level of awareness, only about one in three of those who were familiar with their rights actually exercised them:

TABLE 21
WERE RE-EMPLOYMENT RIGHTS EXERCISED WHEN RETURNED FROM SERVICE

(Base: Employed before service, and familiar with re-employment rights)

	Vietnam Era Veterans								
	Total	White	Non-White	6 mos-2 yrs	2-4 yrs	Over 4 yrs	Drafted	Volun-teered	Unemployed
	%	%	%	%	%	%	%	%	%
Exercised	35	35	40	44	37	22	47	26	25
Did not exercise	64	64	60	56	62	78	52	73	75
Not sure	1	1	-	-	1	-	1	1	-

The exercising of re-employment rights is twice as high among returning veterans with less than two years service than those having four or more years in. Another reflection of this is the fact that servicemen who were drafted show a significantly greater tendency to use the rights than those who volunteered for service.

In view of the high proportion of veterans who did not exercise these rights, the reasons behind this lack of action become interesting:

TABLE 22
REASONS FOR NOT EXERCISING RE-EMPLOYMENT RIGHTS

(Base: Did not exercise rights)

	Vietnam Era Veterans	
	Total	Unemployed
	%	%
Did not want that job	46	45
Found a better job	12	5
Did not want to live there, move back there	10	7
Job no longer exists, company no longer in business	9	16
Decided to go back to school	7	8
Job with farmer did not fall under re-employment law	4	3
Not ready to work yet, want to relax for awhile	3	11
Was not aware of my rights at that time	1	3
All other	10	8
Don't know	6	3

The main reason for not exercising these rights was the desire to try something different after the service -- not wanting to go back to the old job.

In addition, unemployed veterans mentioned that their company no longer existed, or they were not ready to go back to work, as other reasons why they failed to exercise their privilege.

Observation:

On the basis of the research findings, it appears that re-employment rights may offer returning servicemen a degree of protection -- particularly those with two years or less time in the armed forces -- but are actually exercised by a minority -- 18% (64% x 80% x 35%) of total veterans. The research is equally clear in pointing out that this is not the result of ignorance, but rather a strong desire to try something new or different. Apparently, after spending three, four or more years in the service, a man is exposed to many new opportunities, and typically does not want to go back to the same thing he was doing before he entered. This tendency does not generally hold for veterans with six months to two years of service, since they tend to exercise their re-employment rights to a far greater extent than any other group of returning servicemen.

As for the unemployed -- who would most be expected to exercise these rights -- the research suggests that those who wanted to return to their old jobs and were able to do so did exercise their rights. The remainder were unwilling or unable to do so.

Veterans Who Have Had Jobs

The research revealed that among veterans who have worked since leaving the service, just under half have held more than one job:

TABLE 23
NUMBER OF JOBS HAVE HAD SINCE LEAVING THE SERVICE
(Base: Have had job since leaving service)

	Vietnam Era Veterans										
								Separation			
	Total	East	South	Mid-West	West	White	Non-White	Less than 1 yr	1-3 yrs	Over 3 yrs	Presently Unemployed
	%	%	%	%	%	%	%	%	%	%	%
One	54	61	51	53	45	53	60	85	54	36	40
Two	20	20	18	22	21	20	19	13	22	21	28
Three	12	9	14	11	14	12	11	2	12	17	10
Four	6	3	8	7	7	6	5	*	5	11	6
Five or more	8	7	9	7	13	9	5	*	7	15	16

* Less than 0.5%

Veterans living in the East, and non-whites, show less likelihood of holding more thanone job compared with western and southern veterans.

As expected, the longer the time period since separation, the greater the likelihood of having held more than one job. It is interesting that, among veterans who are presently unemployed -- but who have held jobs since returning from the service -- 60% have held more than one job which is higher than any other group except veterans who have been separated for over three years.

Further questioning found that three out of five found their first job within one month of leaving the service:

TABLE 24
HOW LONG AFTER LEAVING SERVICE DID IT TAKE TO FIND FIRST JOB
(Base: Have had job since leaving service)

	Vietnam Era Veterans						
	Total	White	Non-White	Non-HS Grad	HS Grad	Some Coll/ 2 yr Grad	4 yr Coll Grad/ Post Grad
	%	%	%	%	%	%	%
	%	%					
Within 1 month	61	63	48	56	61	69	46
1-2 months	17	15	28	19	18	13	23
3-4 months	11	11	9	13	12	7	13
5-6 months	4	5	3	5	5	3	3
7-8 months	3	2	7	4	2	3	3
9 months-1 year	2	2	3	2	1	3	6
More than 1 year	2	2	2	1	1	2	5
Not sure	*	*	-	-	*	*	1

*Less than 1/2 of 1%

Nearly two out of three (63%) whites found their first job within one month, while among the non-whites only half (48%) found employment within this period. Breaking down the veterans by educational attainment finds four-year college graduates taking the longest time to obtain the first job out of the service.

The veterans who had had at least one job since leaving the service were read a list of five different ways of finding out about work, and were asked which they found effective in leading them to their first job:

TABLE 25
METHODS OF FINDING OUT ABOUT JOBS
(Percent who "Heard of job" for each method)
(Base: Have had job since leaving service)

	Vietnam Era Veterans						
	Total	Cities	Suburbs	Towns	Rural	White	Non-White
	%	%	%	%	%	%	%
Word of mouth, or friends	48	43	47	60	48	46	59
From family	35	30	33	45	39	36	34
Newspaper ads	16	16	20	23	9	16	17
Public employment service	13	15	9	22	13	12	20
Job Marts/Job Fairs for veterans	1	1	1	-	*	*	3

Note: Totals come to more than 100% since some veterans used more than one method.

The grapevine -- word of mouth, or friends -- is the most successful means of communicating job information. This method shows the highest degree of usage among non-whites and residents of towns.

It is also interesting that, of the top four methods listed in the previous table, all show higher usage among residents of towns than any other group.

In Job Marts/Fairs, non-whites display a higher proportion of usage than the other groups.

Observation:

On this first reading, Job Marts/Fairs receive a low rating for effectiveness. Later in this chapter this method of job hunting will be evaluated by the veterans in greater detail.

Earlier in this chapter, the findings showed that, among the veterans who have had a job since leaving the service, almost half (46%) have had more than one. These veterans were asked why they left their first job:

TABLE 26
REASONS FOR LEAVING FIRST JOB
(Base: Have had more than one job since service)

	Vietnam Era Veterans	
	Total	Presently Unemployed
	%	%
Better job was offered, was promoted	30	18
Old job paid too little, found one with better salary	25	14
Laid off	11	20
Starting, returning, finishing school	10	12
Didn't like job, bad job	9	6
Job ended, temporary, seasonal	6	6
Moved	6	10
Illness	5	10
Quit	3	4
Went out of business	3	5
Wanted different type of job, change	3	1
Fired	2	3
Couldn't get along with my boss, didn't like him	3	4
Bad working conditions	3	3
Went back to old job	1	-
Didn't like the hours	3	-
Had to work too hard	1	-
Job dangerous	*	-
All other	*	1
Don't know	*	-

*Less than 1/2 of 1%

In the greater number of cases, veterans who had left their first job cited the possibility of improving themselves as their reason. Among veterans who were unemployed at the time of the interview, their main reason for leaving the first job was involuntary -- being laid off. There was also the possibility of improving themselves with a better job or better pay.

Finally the veterans who are employed at present were asked to evaluate the job they now hold against their expectations for employment while in the service:

TABLE 27
COMPARING JOB NOW HAVE WITH EXPECTATIONS WHILE IN SERVICE
(Base: Employed full or part time at present)

	Vietnam Era Veterans						
	Total %	White %	Non-White %	Non-HS Grad %	HS Grad %	Some Coll/ 2 yr Grad %	4 yr Coll Grad/ Post Grad %
Expected to find a better job	33	30	50	41	34	32	22
Expected to find a job which is not as good as this job	13	14	8	6	13	15	12
Expected to find job similar to one I found	46	47	35	44	45	43	62
Not sure	8	9	7	9	8	10	4

Although a plurality (46%) found jobs similar to what they expected, among the remainder, the veterans who were disappointed outnumber those who were pleasantly surprised by better than two to one. Four-year college graduates appear to have had the most accurate expectations while non-whites

and those with the lowest educational attainment register the greatest disappointment compared with what they were expecting.

Observation:

Non-whites and non-high school graduates' disappointment is understandable. These are the groups which have the highest rate of unemployment among all returning veterans, and as the last chapter showed, come the closest to being alienated. In order to accomplish a smooth transition back to civilian life -- recognizing this alienation -- special interest and attention will be required of those organizations working with returning veterans. The role of job training in helping these groups will be examined later in this section.

Students

The research found 38% of the veterans were students before they entered the service, and 15% were in school at the time of the interview. The next table compares the kind of education these students were receiving before and since their service:

TABLE 28
COMPARING EDUCATION RECEIVING
IMMEDIATELY BEFORE ENTERING SERVICE AND NOW

	Vietnam Era Veterans					
	School Attending Immediately Before Entering Service (Base: 38% at school then)			School Attending Now (Base: 15% at school now)		
	Total %	White %	Non-White %	Total %	White %	Non-White %
High school, day	53	52	54	*	1	-
High school, night	1	1	1	2	1	7
Vocational/training school	5	4	9	18	16	27
Two year college	12	12	17	25	25	22
Four year college	25	27	17	35	35	32
Graduate school	2	2	-	9	11	1
Other	2	2	2	11	11	11

*Less than 1/2 of 1%

Before entering the service half (53%) were in high school, with one in four (25%) attending four-year college. Two-year college and vocational/training schools showed a heavier attendance by non-whites compared with whites.

At the time of the interview, the level of schooling among those attending had moved up markedly. A plurality (35%) were in four-year college, with a near even distribution between whites and non-whites. Two-

year college and trade/vocational school also increased, with near-equal proportions of whites and non-whites attending the former, while the non-whites dominated attendance at the latter. Graduate school is almost exclusively attended by white veterans.

The Currently Unemployed

The research uncovered 15% of the returning Vietnam era veterans who were not working at the time of the interview. Among these, three out of four (11% of the total) were either actively looking for employment or on layoff:

TABLE 29
ACTIVITY NOW

(Base: Presently not working)

	Total %
Actively looking	71
On layoff	4
Neither	24
Not sure	1

Observation:

Although the research found 15% of returning veterans out of work, it is the 11% group which more closely corresponds to the Bureau of Labor Statistics definition of unemployment. In order to be considered unemployed, the BLS counts people who are part of the labor force who are without a job. To be considered part of the labor force, one must be either employed, looking for work or on layoff. Thus, according to the BLS definition, the 71% actively looking for work, and the 4% on layoff are reflected in the unemployment figures, while the 24% who are doing "neither" and the 1% who are "not sure" are not reflected in the official statistics.

The research also found that, among veterans who are currently not working, less than one in ten were unemployed just prior to entering the service:

TABLE 30
ACTIVITY JUST PRIOR TO ENTERING SERVICE
(Base: Presently not working)

	Total %
Student	39
Unemployed	9
Employed part time	14
Employed full time	46

Nearly half (46%) of veterans currently not working were working at full time jobs before they entered the service. Another 39% were students.

The research also found that the median out-of-work time for veterans who are not now working is two months 19 days:

TABLE 31
LENGTH OF TIME HAVE BEEN UNEMPLOYED
(Base: Presently not working)

	Total %
Less than 1 month	27
1-3 months	28
4-6 months	16
7 months to 1 year	17
More than 1 year	12
Median	2 months 19 days

In assessing the main reasons for being unable to find a job, the veterans who are currently not working point the finger of blame at the state of the economy:

TABLE 32
MAIN REASONS FOR BEING UNABLE TO FIND WORK UP TO NOW

(Base: Presently not working)

	Total %
There aren't many, enough jobs around	61
There aren't any jobs which satisfy me, are desirable, pay well	21
I don't have enough experience	20
No city, state, federal agencies around to help me find jobs	3
No jobs until the kids go back to school	2
Poor military record	1
All other	1
Don't know	1

Although the lack of experience and jobs are the dominant reasons mentioned, there are apparently some veterans who are reluctant to settle for a job which they feel does not match up to their standards.

Observation:

Only 3% of the unemployed cite the lack of help from city, state and federal government agencies as the reason they cannot find a job. The role these agencies have played in finding jobs for returning servicemen will be studied in detail later in this chapter.

The research found that, among veterans who were unemployed at the time of the interview, 30% were collecting unemployment benefits and 70% were not. Of those who were not collecting these benefits, slightly more than a third had collected them at some point since leaving the service:

TABLE 33
EVER COLLECTED UNEMPLOYMENT
BENEFITS SINCE LEAVING SERVICE

(Base: Presently not working and not collecting benefits)

	Total %
Have collected	36
Have not collected	64

Observation:

Apparently there is a great degree of ignorance surrounding who is eligible and who is not eligible to collect unemployment benefits. The survey data are clear in showing that 45% (64% x 70%) of currently unemployed veterans have never collected unemployment benefits since leaving the armed forces.

Among those collecting, the median length of time during which these benefits have been received is 9.3 weeks:

TABLE 34
NUMBER OF WEEKS HAVE BEEN COLLECTING UNEMPLOYMENT BENEFITS

(Base: Presently not working and collecting benefits)

	Total %
5 weeks or less	32
6-10 weeks	22
11-15 weeks	15
16-20 weeks	7
21-26 weeks	24
Median	9.3 weeks

When asked how long they expect to receive unemployment benefits, a plurality of the unemployed veterans responded "until I get a job:"

TABLE 35
TOTAL TIME EXPECT TO RECEIVE UNEMPLOYMENT BENEFITS

(Base: Presently not working and collecting benefits)

	Total %
Until get job	27
5 weeks or less	14
6-10 weeks	8
11-15 weeks	6
16-20 weeks	8
21-26 weeks	16
Not sure	21
Median	14.8 weeks

One third (35%) of the unemployed veterans who are now receiving unemployment benefits indicated that they have held one or more jobs since the time they were discharged from the service, and before they started collecting unemployment benefits.

Occupational Training Received in the Service

One of the arguments in favor of employing returning veterans is the value of the occupational training received in the service. Conceptually, all three groups feel occupational skills learned in the armed forces do make veterans more qualified than they were before they went into the service:

TABLE 36
"SPECIAL OCCUPATIONAL SKILLS LEARNED IN THE ARMED FORCES MAKE VETERANS MORE QUALIFIED FOR JOBS THAN BEFORE THEIR SERVICE"

	Total Public %	Total Vietnam Era Veterans %	Total Employers %
Agree strongly	40	30	38
Agree somewhat	38	30	41
Disagree somewhat	11	15	11
Disagree strongly	5	22	6
Not sure	6	3	5

Among the public and employers, agreement reaches nearly four out of five. Among returning veterans agreement is not nearly as intense, with 60% accepting the statement, and 37% disagreeing.

Observation:

It appears that to the public and employers the term "occupational training" carries with it the idea of some rigorous program which must benefit veterans. Among the veterans themselves, the link between occupational training in the service and becoming a more attractive candidate for a job on the outside seems to be evaluated more cautiously.

More than half of the returning veterans reported that they had received occupational training while in the service:

TABLE 37
WHETHER RECEIVED OCCUPATIONAL TRAINING WHILE IN THE SERVICE

	Vietnam Era Veterans							
		Length of Service						
	Total	6 mos-2 yrs	2-4 yrs	over 4 yrs	Army	Navy	Air Force	Marine
	%	%	%	%	%	%	%	%
Received	55	41	54	71	49	70	72	47
Did not receive	44	58	45	29	50	29	27	52
Not sure	1	1	1	-	1	1	1	1

Occupational training is tied to the length of service and the branch. A significantly higher proportion of Navy and Air Force people received training than Army or Marine Corps personnel. Another reflection of this is the fact that 40% of the draftees reported receiving this training, compared with 63% of the volunteers (see table 37 in appendix).

The kind of training received varies according to branch of the service:

TABLE 38
KIND OF OCCUPATIONAL TRAINING RECEIVED IN SERVICE

(Base: Received occupational training)

	Vietnam Era Veterans				
	Total	Army	Navy	Air Force	Marines
	%	%	%	%	%
Electronics, mechanical equipment repairmen	24	22	25	33	22
Administrative specialists, clerks	20	23	15	20	21
Service, supply handlers	18	21	10	17	28
Craftsmen	14	14	15	9	19
Electronics equipment repairmen	13	9	23	11	11
Communications and intelligence specialists	9	9	10	10	11
Medical, dental specialists	8	10	8	3	1
Other technicians, allied specialities	5	7	4	4	4
Infantry, gun crew	3	3	2	1	6
All other	1	1	1	2	1

Less than one in ten (9%) reported that their occupational job training was under the auspices of Project Transition:

TABLE 39
WHETHER OCCUPATIONAL TRAINING WAS UNDER "PROJECT TRANSITION"

(Base: Received occupational training)

	Vietnam Era Veterans						
	Total	White	Non-White	Army	Navy	Air Force	Marines
	%	%	%	%	%	%	%
Under Project Transition	9	8	14	12	7	7	6
Not under Project Transition	82	84	74	76	87	87	88
Not sure	9	8	12	12	6	6	6

Non-whites, and servicemen who were in the Army showed the highest incidence of occupational training under the auspices of Project Transition.

In evaluating the usefulness of the training received in the service, the veterans who had been trained and the employers who had hired veterans were asked to rate the training:

TABLE 40
EVALUATING THE USEFULNESS OF OCCUPATIONAL TRAINING
RECEIVED IN SERVICE

	Vietnam Era Vets (Base: Received Occupational Training)						Employers (Base: Have Hired One or More Veterans)				
	Total	White	Non-White	6 mos-2 yrs	2-4 yrs	over 4 yrs	Total	Vet	Non Vet	Hired 1-5 Vets	Hired More Than 5 Vets
	%	%	%	%	%	%	%	%	%	%	%
Very useful	26	26	29	15	23	35	21	20	23	23	19
Somewhat useful	22	22	25	24	25	17	41	44	40	42	44
Slightly useful	18	19	17	17	18	19	19	19	16	18	21
Not at all useful	33	32	27	41	33	28	12	13	10	12	11
It hinders them* (vol.)	-	-	-	-	-	-	1	*	1	1	-
Not sure	1	1	2	3	1	1	6	4	10	4	5

*Alternative not allowed for on veterans version of questionnaire.

Among the veterans, by 51 to 48% the evaluation is that training was not useful ("slightly" or "not at all useful"). Non-whites, and veterans who served four or more years went against the trend, with more than half in each group seeing this training in useful terms.

Among prospective employers who had actually hired veterans, better than three out of five (62%) call the training and experience received in the armed forces either "very" or "somewhat" useful.

Observation:

The study findings indicate that employers seem to be higher on the training veterans receive in the service than the veterans themselves. It would also appear that the usefulness and quality of training is higher for men who spent a longer period of time in uniform.

Another test of usefulness is the actual application of the training in a work situation. Veterans were asked if they have put the training they received to use:

TABLE 41
HAS OCCUPATIONAL TRAINING BEEN USED IN WORK DONE SINCE LEAVING THE SERVICE
Base: Received occupational training)

		Vietnam Era Veterans								
				Length of Service						
	Total	White	Non-White	6 mos-2 yrs	2-4 yrs	over 4 yrs	Army	Navy	Air Force	Marines
	%	%	%	%	%	%	%	%	%	%
Have used	32	34	25	21	29	44	27	42	37	25
Have not used	67	65	74	76	71	55	72	58	61	74
Not sure	1	1	1	3	-	1	1	-	2	1

Only one out of three (32%) ex-servicemen report having used the occupational training they received. Actual use of this training was highest among veterans who had served more than four years and those who were in the Navy and Air Force.

Observation:

In assessing the usefulness of the training received in the service, the difference in opinion between veterans and employers can be explained by their viewpoints, and the fact that each group is apparently using its own yardstick to measure the results.

To the employers, the term occupational training is seen in a broad perspective in terms of what it adds to the character of job applicants: emotional maturity and stability. In addition, the employers undoubtedly think the training develops certain disciplines which will make acclimating to a specific job easier.

For the veterans, the occupational training received in the service is seen -- at best -- ambivalently by those who participated, because so few have actually applied these skills in a practical, on-the-job situation. The veterans have a narrower perspective -- evaluating training according to the criterion: "Have I used it?"

Government Help in Finding Jobs for Veterans

Local, state and federal government agencies have been active in helping veterans find jobs. One section of the questionnaire was utilized to find out how good a job these agencies were doing.

When asked directly about whether government has a responsibility to find jobs for veterans, the returning servicemen gave these responses:

TABLE 42
"THE GOVERNMENT HAS A RESPONSIBILITY TO FIND JOBS FOR VETERANS"

	Vietnam Era Veterans									
				Length of Service			Where Served			
	Total	White	Non-White	6 mos-2 yrs	2-4 yrs	over 4 yrs	Viet-nam	Other Asia	Europe	U.S.
	%	%	%	%	%	%	%	%	%	%
Agree strongly	25	22	40	31	25	19	31	18	23	24
Agree somewhat	30	30	26	27	30	29	30	29	29	31
Disagree somewhat	23	25	15	23	23	24	21	24	25	23
Disagree strongly	18	19	11	13	17	25	14	24	17	17
Not sure	4	4	8	6	5	3	4	5	6	5

Total veterans, by 55 to 41%, agree with the statement. Sentiment is strongest about the government's responsibility among non-whites (66-26%), servicemen with six months to two years in (58-36%), and those who served in Vietnam (61-35%). On the other side, veterans with over four years in the service are evenly divided in their feeling.

Observation:

The opinion registered in the previous table is surprising, not because of its direction but rather due to its lack of intensity. One might have expected a stronger affirmative response from the returning servicemen about government's responsibility.

Following on the issue of government responsibility for finding veterans jobs, all three groups interviewed were asked a projective question delving into the kind of job government is doing in this area:

TABLE 43
"GOVERNMENT SERVICES AND AGENCIES ARE DOING A GOOD JOB OF HELPING VETERANS FIND JOBS"

	Public			Vietnam Era Veterans			Total Employers
	Total %	White %	Non-White %	Total %	White %	Non-White %	%
Agree strongly	15	14	20	17	17	19	17
Agree somewhat	32	32	37	29	30	26	31
Disagree somewhat	16	16	17	17	16	20	14
Disagree strongly	11	11	10	20	18	25	11
Not sure	26	27	16	17	19	10	27

Among the public, returning veterans and employers, like proportions (47%, 46%, and 48% respectively) agree that government is doing a good job in helping veterans find jobs. Non-whites among the public show they are most convinced (57% agree), while non-whites among the returning veterans exhibit the strongest disagreement (45% disagree) of any group shown.

Observation:

On the face of it, the government is seen as doing a good job in helping veterans find jobs. However, the group which is most evenly divided in opinion, coming up with a stand-off -- non-white veterans -- is also one of the groups with the highest rate of unemployment. Although not shown in the previous table, the same tendency holds true among veterans

who did not graduate high school, the other group which showed the highest rate of unemployment. Within this group, the response to the previous question was 46% agree, 40% disagree -- a small margin of praise for the government for its work in finding jobs for veterans.

The findings here suggest that all groups -- except those who face the greatest difficulty in getting employment -- think the government is doing a good job. It would appear that more effort could be directed toward the non-white and non-high school graduates.

Local Public Employment Offices

The research found one out of four returning veterans were contacted by their local public employment office after discharge from the service:

Table 44
CONTACT BY LOCAL PUBLIC EMPLOYMENT OFFICE AFTER DISCHARGE

	Vietnam Era Veterans											
				Length of Service					Air			
	Total	White	Non-White	6 mos-2 yrs	2-4 yrs	over 4 yrs	Army	Navy	Force	Marines	Drafted	Volunteered
	%	%	%	%	%	%	%	%	%	%	%	%
Contacted	23	23	22	30	24	14	27	19	15	15	30	19
Not contacted	74	75	75	66	73	84	70	79	81	83	66	78
Not sure	3	3	3	4	3	2	3	2	4	2	4	3

Draftees, veterans who served two years or less, and ex-Army men showed a somewhat higher degree of contact than the other groups.

Concentrating on the 23% who were contacted by the employment office, about half were referred to a job:

TABLE 45
DID LOCAL PUBLIC EMPLOYMENT OFFICE EVER REFER TO JOB
(Base: Talked to local public employment office after discharge)

	Vietnam Era Veterans						
	Total	White	Non-White	Non-HS Grad	HS Grad	Some Coll/ 2 yr Grad	4 yr Coll Grad/ Post Grad
	%	%	%	%	%	%	%
Referred to job	45	43	51	44	54	37	23
Did not refer to job	55	57	48	56	46	63	74
Not sure	*	-	1	-	-	-	3

Non-whites and high school graduates show a slightly higher proportion of referrals to jobs through the local public employment office than other veterans.

Among those referred to a job, 70% were interviewed, and 30% were not. Three out of four (73%) interviewed were actually offered a job.

Observation:

In evaluating how local employment offices are doing in helping find employment for veterans, the evidence suggests that these agencies are not having much impact. The fact that only 23% were contacted in the first place, immediately limits the possible effect these offices can have. Among those who trafficked with these offices -- either through their own or the offices' initiative -- the referring of 45% to actual jobs is a better record and what tops this is the 70% who said they were interviewed after the referral, and the 73% who received offers after the interview. Adding this together, however, comes up with the conclusion that only about 4% (43% x 45% x 70% x 73%) of the returning Vietnam era veterans were materially helped -- in terms of getting an employment offer -- by their local public employment office. This proportion appears low considering the numbers that have to find jobs. Improving this hinges on contacting more returning servicemen, and referring better than one out of two to job opportunities.

The Other Side: Employers' Contact With Local Employment Office

The prospective employers were asked if they knew about the Veterans Employment Representative at the local public employment office:

TABLE 46
EMPLOYERS' AWARENESS OF VETERANS EMPLOYMENT REPRESENTATIVE AT LOCAL PUBLIC EMPLOYMENT OFFICE

	Total	Employers: Under 20	20 to 250	Over 250	Have not hired veterans	Have hired 1-5 veterans	Have hired more than 5 veterans
	%	%	%	%	%	%	%
Know about	42	34	40	64	31	41	69
Do not know about	56	65	58	33	68	57	30
Not sure	2	1	2	3	1	2	1

About two out of five (42%) employers are aware of the veterans employment representative. As might be expected, awareness increases with the size of the company as measured in number of employees. The findings also show that awareness of the representative is greatest among the companies which have hired the greatest number of veterans.

Employers were also asked if anyone from their local public employment office had ever contacted then about placing veterans:

TABLE 47
CONTACT FROM LOCAL PUBLIC EMPLOYMENT OFFICE REGARDING PLACEMENT OF VETERANS

	Total	Employers: Under 20	20 to 250	Over 250	Have not hired veterans	Have hired 1-5 veterans	Have hired more than 5 veterans
	%	%	%	%	%	%	%
Contacted	24	17	19	47	10	27	47
Not contacted	72	81	74	47	89	69	49
Not sure	4	2	7	6	1	4	4

Overall, only one in four (24%) employers were contacted by the local office. Again, the larger the company the greater the likelihood of having been contacted. There also appears to be a relationship between the actual hiring of veterans and the contact by the local public employment office.

Among the employers who were contacted by the local public employment office, 51% have hired veterans who were referred to them by that source.

Observation:

Looked at from the supply side, the performance of the local public employment offices does not appear to be much better than when seen from the veterans' vantage point. Although nearly half of the businessmen knew about the Veterans Employment Representative at the local employment office, only 24% were ever contacted. Comparing this with the fact that 60% of all businessmen interviewed said they had hired veterans within the past year, suggests that the impact of these representatives has been minimal, and the bulk of the veterans have been hired on the initiative of the businessmen or the veterans themselves without encouragement or direction from the local offices.

This would also suggest that the Veterans Representative at the local public employment office could be more effective. First, among the largest companies -- those with over 250 employees -- only about half have been contacted. Contacting the other half should yield some jobs.

Secondly, the previous table also shows that there is a direct relationship between contact with the local public employment office and the number of veterans hired. Although some companies will hire veterans on their own initiative, among those which have hired no veterans, only 10% have been contacted. This group of companies also appears to be a promising source of jobs for veterans.

Jobs for Veterans Program

Another government program which was evaluated was the Jobs for Veterans program. On an awareness basis, 36% of the public had heard of the program, compared with 56% of the veterans and 59% of the employers.

In judging the effectiveness of this program, all three groups showed a lack of clearcut opinion:

TABLE 48
EVALUATING THE EFFECTIVENESS OF "JOBS FOR VETERANS" PROGRAM

(Base: Have heard of program)

	Public					Vietnam Era Veterans							Total Employers
	Total	East	South	Mid-West	West	Total	East	South	Mid-West	West	White	Non-White	
	%	%	%	%	%	%	%	%	%	%	%	%	%
Effective	35	36	45	30	28	29	29	33	30	22	30	23	29
Not so effective	31	26	23	39	36	36	34	35	35	42	33	52	32
Not sure	34	38	32	31	36	35	37	32	35	36	37	25	39

Among the public, people living in the South are more positive about the effectiveness of the program than any other group. Among the veterans, a plurality (36%) label the program "not so effective," while a plurality of employers (39%) say they are "not sure."

In looking behind the reasons for these opinions, these were the mentions:

TABLE 49
REASONS FOR SAYING JOBS FOR VETERANS PROGRAM
IS EFFECTIVE/NOT EFFECTIVE

	Total Public %	Total Vietnam Era Veterans %	Total Employers %
Effective			
They are finding jobs, giving preference to veterans	21	22	14
A lot of their publicity tells what jobs are available	10	8	4
Focus interest on veterans	8	3	8
All other "effective" mentions	1	1	5
Not Effective			
Know of many who didn't get jobs	17	14	10
All talk, no action	11	6	9
Things were started but not finished, still in planning stage	4	6	6
Don't provide jobs for the poorly trained, only jobs for the highly skilled	4	-	2
Up to veterans to help themselves	-	2	2
Jobs found for veterans are very low paying -- better off finding your own job	-	6	-
All other "not effective" mentions	3	4	9
Don't Know/Not Sure	28	26	25

Those labeling the program effective say that veterans are being given jobs, and that they are made aware of the program's activities through a great deal of publicity.

On the other side, the public, veterans and employers calling the program not effective say they know of many veterans who did not get jobs. In addition, there is the suspicion voiced that Jobs for Veterans is all talk and no action. Veterans themselves express some criticism of the kinds of jobs found through the program -- typically low level -- leading them to the conclusion that they are better off finding their own jobs.

Observation:

The Jobs for Veterans program has not distinguished itself as a success in the view of the three groups interviewed for this study. In order to turn this around, the evidence suggests that the program might spend more time and effort finding jobs for veterans, and not so much in publicizing itself.

Job Marts and Job Fairs

The VA Job Marts and Job Fairs have been another method to help veterans obtain jobs.

The research found 14% of the veterans familiar with the VA Job Marts/Fairs:

TABLE 50
VETERANS' FAMILIARITY WITH VA JOB MARTS/JOB FAIRS

	Vietnam Era Veterans										
	Total	Cities	Suburbs	Towns	Rural	White	Non-White	Non-HS Grad	HS Grad	Some Coll/ 2 yr Grad	4 year Grad/ Post Grad
	%	%	%	%	%	%	%	%	%	%	%
Familiar	14	17	15	9	11	13	18	11	13	14	20
Not familiar	85	82	83	90	88	86	81	89	85	85	78
Not sure	1	1	2	1	1	1	1	1	2	1	2

In no subgroup does awareness with Job Marts/Fairs exceed one in five (20%). A special analysis of veterans located in those areas where the Job Marts/Fairs have been held shows a 25% awareness level.

Among those who were familiar with the Fairs, only 12% indicated that they had participated, and within this group, only 10% said they found employment as a result of their participation. In other words, fewer than 1% (14% x 12% x 10%) of all veterans have actually attained employment through Job Fairs.

Job Marts/Fairs as Seen by Employers

One in five employers was aware of the Job Marts:

TABLE 51
EMPLOYERS' FAMILIARITY WITH JOB MARTS/JOB FAIRS

	Employers			
	Total %	Under 20 %	20-250 %	Over 250 %
Familiar	20	12	20	38
Not familiar	79	87	80	59
Not sure	1	1	-	3

Within the group of employers who were familiar with the Job Marts/Fairs, 30% said they had participated, and among these 38% have actually hired veterans as a result of their participation.

Observation:

The findings suggest that the Job Marts/Fairs has had limited effectiveness. The problem appears to be one of first gaining wider awareness among veterans, and then encouraging their participation. With wider participation, the Job Marts are bound to have a better rate of success than the present 10% batting average among participants.

By the same token, employers could also use more publicity informing them about the existence of the Job Marts/Fairs.

Employers' Experience With Hiring Veterans

The survey findings showed three out of five employers had hired veterans who had recently returned from the armed forces:

TABLE 52
WHETHER FIRM HAS HIRED YOUNG MEN/WOMEN
WHO HAVE JUST RETURNED FROM ARMED FORCES

	Employers											
	Total	East	South	Mid-West	West	Under 20	20-250	Over 250	Mfg	Serv	Govt	Wholesale/Retail
	%	%	%	%	%	%	%	%	%	%	%	%
Have hired veterans	60	60	59	54	70	42	72	94	69	38	64	65
Have not hired veterans	36	34	37	42	29	55	22	3	27	58	33	27
Not sure	4	6	4	4	1	3	6	3	4	4	3	8

In the West, hiring of veterans is higher than in the other regions. Manufacturing companies show a slightly better hiring ratio than wholesale/retail or government, while service companies are far below these levels. The larger the company -- in terms of number of employees -- the greater the likelihood of having hired recently returned veterans.

Observation:

In view of relatively ineffective efforts of state public employment offices, Jobs for Veterans programs and Job Marts and Fairs, the fact that 60% of the employers have hired recently returned veterans suggests that in the greater number of cases the initiative came from either the veteran or the company without the need for intercession by government agencies. The other side of this, however, suggests that, with better directed efforts by the government agencies, the 15% unemployment rate among returning veterans might be cut substantially. This fact is buoyed by the finding

that, among the employers who did not hire veterans, 82% explained this by saying "none came for jobs." Perhaps it is a lame excuse, but in any event it is bound to improve things if the appropriate government agencies would send veterans to these companies to seek out possible employment.

The research revealed a median of 3 veterans were hired in the last year or so by each employer. Translating this into the proportion of the companies' work force accounted for by recently returned veterans, yields a median proportion of about 3%:

TABLE 53
APPROXIMATE NUMBER OF VETERANS HIRED IN LAST YEAR AND APPROXIMATE PERCENT OF EMPLOYERS' WORK FORCE ACCOUNTED FOR BY RECENTLY RETURNED VETERANS
(Base: Have hired veterans)

	Employers	
	Approximate Number of Veterans Hired in Last Year (Median)	Approximate Percent of Work Force Accounted for By Recently Returned Vets (Median %)
	#	%
Total	3	3
Under 20	2	5
20 - 250	3	2
Over 250	16	2
Manufacturing	6	4
Service	3	2
Government	4	5
Wholesale/Retail	3	2

The largest employers, in terms of number of veterans hired, are companies with more than 250 employees and manufacturing firms. Government has also employed more than the median number of veterans hired by business.

Translating these absolute numbers into share of the work force accounted for by recently returned veterans finds smaller companies -- with under 20 employees -- and government facilities hiring the largest proportion of veterans relative to their number of employees.

Observation:

On the basis of the previous table it appears that the smallest companies -- on a relative basis -- are more than carrying their load in hiring returning servicemen.

In asking employers to describe the occupational categories in which the veterans fit, unskilled laborers and operatives lead the list:

TABLE 54
APPROXIMATE NUMBER OF VETERANS HIRED IN SPECIFIC OCCUPATIONAL CATEGORIES

(Base: Have hired veterans)

	Employers								
	Professionals, Engineers	Managers, Officials, Proprietors	Clerical Workers	Sales Workers	Skilled Craftsmen, Foremen	Operatives	Unskilled Laborers	Service	Farmers, Farm Laborers
	%	%	%	%	%	%	%	%	%
None	71	69	62	63	54	66	48	68	91
1 to 5	17	22	25	25	29	14	27	19	3
6 to 10	3	2	3	2	6	5	7	2	-
11 to 20	2	1	1	2	2	3	3	2	-
21 to 30	*	-	1	*	1	1	3	*	-
31 to 40	1	*	*	*	*	1	1	*	-
41 to 50	-	-	*	-	-	-	-	-	-
51 to 100	*	*	1	*	-	1	2	1	-
More than 100	1	*	1	1	1	2	2	1	-
Not sure	5	6	6	7	7	7	7	7	6
Median number	3.5	2.5	3.2	2.4	3.5	4.7	5.7	3.2	2.5

NOTE: Medians have been computed on the basis of those employers actually hiring veterans in each occupational category. The "none" responses have been, therefore, omitted from the median computations.

* Less than 0.5%

The fewest veterans were hired for jobs as sales workers, managers/officials/proprietors and farmers/farm laborers.

In evaluating the satisfaction with the veterans hired in the different occupational categories, employers were generally quite pleased:

TABLE 55
SATISFACTION WITH VETERANS HAVE HIRED
IN SPECIFIC OCCUPATIONAL CATEGORIES

(Base: Have hired veterans)

	Very Satisfied %	Somehwat Satisfied %	Slightly Satisfied %	Not at all Satisfied %	Not Sure %
Professionals/ engineers	83	6	3	1	7
Managers/officials/ proprietors	79	9	1	1	10
Skilled craftsmen/ foremen	78	14	1	1	6
Clerical workers	71	16	3	2	8
Service workers	69	19	2	1	9
Sales workers	64	22	3	1	10
Operatives	59	27	3	-	11
Unskilled laborers	50	33	9	2	6
Farmers/farm laborers	43	6	6	6	39

The greater the training and preparation required for the job, the higher the level of satisfaction. Employers give high commendation to their professionals/engineers, managers/officials/proprietors and skilled craftsmen/foremen. Clerical workers also receive a "very satisfied" evaluation from better than seven out of ten (71%) employers.

On the other end of the scale, farmers/farm laborers, and unskilled laborers receive "very satisfied" ratings from half or less of the employers.

Observation:

Employer satisfaction with the veterans they have hired over the past year is apparently tied to complexity of the job, and the amount of education and training required for the position. In this respect, veterans with the lowest educational attainment -- those not finishing high school -- would appear to be at an added disadvantage since the kinds of jobs they qualify for are precisely those positions where employer satisfaction is lowest.

Rating Different Categories of Veterans

Employers who had hired veterans were asked to rate ten different categories of servicemen on their effectiveness. The next table shows the proportion of employers who gave each category a positive rating:

TABLE 56
EMPLOYERS RATE DIFFERENT CATEGORIES
OF VETERANS ON THEIR ON-THE-JOB EFFECTIVENESS

(Base: Have hired veterans)
Positive Ratings*

	Total %
Veterans who were enlisted men	73
Veterans separated from the service in the last year or two	68
Veterans who served in Vietnam	66
Veterans separated from the service a few years ago or more	66
Veterans who served in combat areas	63
Veterans who were NCO's	61
Veterans who served in locations other than Vietnam	61
Veterans who were non-rated	59
Veterans who served as technicians in the armed forces	57
Veterans who were officers	48

*Positive ratings equal the sum of "excellent" and "pretty good" responses.

Enlisted men generally, recent returnees, and those who served in Vietnam and combat zones receive the highest positive ratings. On the other side, only about half (48%) of the employers rate ex-officers positively.

Observation:

The comparatively low rating given officers appears as a surprise. The explanation lies not in the fact that officers' performance on the job was poorer than enlisted men, but rather that nearly half (47%) of the employers had little or no experience with officers and gave a "not sure" response.

Comparing Veterans With Non-Veterans

Finally employers were shown a list containing fifteen attributes, and were asked to compare the veterans they employ with non-veterans in similar jobs:

TABLE 57
COMPARING VETERANS WITH NON-VETERANS
IN SIMILAR JOBS ON SPECIFIC ITEMS

(Base: Have hired veterans)

	Veterans Better	Veterans Worse	Veterans Same	Not Sure
	%	%	%	%
Willingness to accept responsibility	41	3	50	6
Leadership ability	36	3	51	10
Seriousness with which they take the job	36	4	55	5
Motivation to learn	31	1	59	5
Attendance on the job	35	3	57	5
Punctuality	35	2	58	5
Willingness to cooperate with others	34	2	59	5
Conscientiousness on the job	33	3	60	4
General attitude	32	4	60	4
Willingness to work hard	32	2	61	5
Reliability	32	2	61	5
Commitment to the job	31	4	60	5
Promise for advancement	29	2	61	8
Ability to get along with other employees	29	2	64	5
Skills they brought to the job	25	4	62	9

For all of the items on the list, half or more of the employers say veterans are "about the same" as other workers in similar jobs. But the real story is among those employers with other views. Here it is

extremely significant that employers finding "veterans better" outnumber those calling "veterans worse" by overwhelming margins.

The area where veterans seem to bring a real edge to their job is in their willingness to accept responsibility. On the other side, the specific skills they brought to the job separate veterans from other workers in the eyes of only 25% of the employers.

Observation:

The conclusion drawn from the previous table is crucial to these findings: to a significant proportion of employers who have had experience in hiring veterans, service in the armed forces appears to have made a genuine difference in the quality of the employee. These attitudes are entirely consistent with what was found earlier in this chapter:

82% of employers agree --

veterans are more mature and stable now than before they entered the armed forces, and this makes them better qualified for jobs;

79% of employers agree --

special training and occupational skills learned in the armed forces makes veterans more qualified for jobs than before their service;

62% of employers rate --

the training and experience that veterans have gained in the service either "very" or "somewhat useful" on the job.

Employers who have had experience with hiring recently returned veterans are generally pleased with the results.

In order to further reduce unemployment among veterans, and take care of those who will be returning, the recommended courses of action, based on the findings, are these:

(1) Familiarize employers who have not hired any veterans with the attitudes, opinions, and experiences of those who have -- these will speak for themselves,

(2) Try to convince larger companies -- particularly those with over 250 workers -- to take on more veterans; on an absolute basis they have taken many on. However, as a percent of their work force, they are actually not carrying their load

(3) Coordinate the activities of local public employment offices, Jobs for Veterans programs, and Job Marts/Fairs so that each office or agency knows what the other is doing in order to avoid duplication of effort. The research clearly suggests that there is great potential for these agencies and programs, but as of now their impact has been disappointing.

APPENDIX

CHAPTER II

TABLE 10: PUBLIC

PERCEIVED ATTITUDES OF POTENTIAL EMPLOYERS TOWARD HIRING RETURNING VETERANS

	Total %	East %	South %	Mid-west %	West %	Cities %	Sub-urbs %	Towns %	Rural %	18 to 29 %	30 to 49 %	50 and Over %	Veteran %	Non-Veteran %	8th Grade or Less %	High School %	College %	White %	Non-White %
Very interested	19	16	26	18	14	15	18	19	24	14	20	20	20	18	24	20	15	19	17
Somewhat interested	39	39	35	38	44	40	38	39	38	43	41	37	38	39	32	39	40	39	36
Only slightly interested	23	23	22	25	24	26	25	20	21	26	23	22	27	23	21	23	26	22	32
Not at all interested	6	6	5	7	7	8	7	6	3	7	5	6	6	6	6	7	5	6	8
Not sure	13	16	12	12	11	11	12	16	14	10	11	15	9	14	17	11	14	14	7

TABLE 10: VETERANS

PERCEIVED ATTITUDES OF POTENTIAL EMPLOYERS TOWARD HIRING RETURNING VETERANS

	Very Interested %	Somewhat Interested %	Only Slightly Interested %	Not at All Interested %	Not Sure %
Total	64	29	7	-	-
East	57	35	8	-	-
South	69	23	8	-	-
Midwest	66	29	5	-	-
West	61	32	7	-	-
Cities	58	35	7	-	-
Suburbs	57	36	7	-	-
Towns	68	26	6	-	-
Rural	75	18	7	-	-
White	66	28	6	-	-
Non-white	50	36	14	-	-
Length of Service					
6 months to 2 years	58	36	6	-	-
2 to 4 years	64	29	7	-	-
Over 4 years	68	25	7	-	-
18 to 24	63	30	7	-	-
25 to 29	63	30	7	-	-
30 to 34	70	25	5	-	-
35 and over	72	22	6	-	-
Non-high school graduate	66	29	5	-	-
High school graduate	66	27	7	-	-
Some college, 2 year graduate	60	31	9	-	-
4 year graduate, post graduate	57	39	4	-	-

Employers
4.

TABLE 10: EMPLOYERS

ATTITUDES OF EMPLOYERS TOWARD HIRING RETURNING VETERANS

	Very Interested %	Somewhat Interested %	Only Slightly Interested %	Not At All Interested %	Not Sure %
Total	57	31	7	1	4
East	52	32	8	1	7
South	56	33	7	1	3
Midwest	63	30	5	*	2
West	54	32	8	1	5
Veteran	57	32	6	1	4
Non-veteran	60	29	8	*	3
Have not hired vets	48	37	9	1	5
Have hired 1 to 5 vets	57	32	6	1	4
Have hired more than 5 vets	68	26	6	-	-
Vets association member	62	29	7	-	2

8a. TABLE 11: PUBLIC

LIKELIHOOD OF PUBLIC (AS EMPLOYERS) HIRING A VETERAN
OVER ANOTHER YOUNG MAN WHO HAD NOT SERVED IN ARMED FORCES

	More Likely %	Less Likely %	No Difference %	Not Sure %
Total	51	2	45	2
East	47	1	49	3
South	55	2	41	2
Midwest	55	1	43	1
West	48	2	48	2
Cities	48	2	48	2
Suburbs	51	1	46	2
Towns	57	3	38	2
Rural	53	1	44	2
18 to 29	35	3	61	1
30 to 49	48	2	48	2
50 and over	62	1	35	2
Veteran	59	3	36	2
Non-veteran	50	1	47	2
Member vets organization	69	3	25	3
8th grade or less	58	-	38	4
High school	51	2	45	2
College	47	2	50	1
Professional, executive	48	1	50	1
Clerical, sales	51	2	43	4
Skilled labor, service	55	2	41	2
Other	50	2	46	2
Union member	58	-	41	1
White	53	1	44	2
Non-white	43	3	50	4

8a. TABLE 11: EMPLOYERS

LIKELIHOOD OF PUBLIC (AS EMPLOYERS) HIRING A VETERAN OVER ANOTHER YOUNG MAN WHO HAD NOT SERVED IN ARMED FORCES

	More Likely %	Less Likely %	No Difference %	Not Sure %
Total	53	1	45	1
East	45	1	52	2
South	57	2	40	1
Midwest	55	-	44	1
West	54	-	45	1
Number of Employees				
Under 20	50	1	48	1
20 to 250	54	-	44	2
Over 250	58	1	40	1
Manufacturing	54	-	44	2
Service	44	1	53	2
Government	68	1	30	1
Wholesale, retail	44	1	53	2
Veteran	58	1	40	1
Non-veteran	45	*	54	1
Vets association member	56	1	42	1

TABLE 13: PUBLIC

MOST VETERANS ARE MORE MATURE AND STABLE THAN THEY WERE BEFORE THEY ENTERED THE ARMED FORCES, AND THUS BETTER QUALIFIED FOR JOBS

	Total %	East %	South %	Mid-west %	West %	Male %	Female %	18 to 29 %	30 to 49 %	50 and Over %	Veteran %	Non-Veteran %	Member Vets Organization %	8th Grade or Less %	High School %	College %	Professional/ Executive %	Clerical, Sales %	Skilled Labor/ Service %	Other %	Union Member %	White %	Non-White %
Agree strongly	39	34	43	40	35	39	37	31	32	44	48	36	49	45	41	30	35	36	42	39	47	38	38
Agree somewhat	35	34	35	34	37	36	34	31	42	35	33	36	29	34	35	36	36	38	32	35	31	35	36
Disagree somewhat	13	15	8	14	16	12	14	19	14	10	11	13	13	8	12	17	14	16	13	10	11	14	10
Disagree strongly	7	10	7	6	6	8	7	14	7	4	4	8	4	3	7	11	11	5	6	7	6	7	7
Not sure	6	7	7	6	6	5	8	5	5	7	4	7	5	10	5	6	4	5	7	9	5	6	9

11.

TABLE 13: VETERANS
MOST VETERANS ARE MORE MATURE AND STABLE NOW THAN THEY WERE BEFORE THEY ENTERED THE ARMED FORCES, AND THUS BETTER QUALIFIED FOR JOBS

	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	53	30	8	5	4
East	47	30	9	7	7
South	60	29	6	3	2
Midwest	51	32	9	5	3
West	50	32	9	6	3
White	51	31	9	5	4
Non-white	56	28	5	8	3
Army	51	30	10	5	4
Navy	56	32	4	4	4
Air Force	56	31	5	4	4
Marines	51	28	11	6	4
Served in Vietnam	53	29	9	5	4
Served in other Asia	54	30	6	5	5
Served in Europe	56	28	8	4	4
Served only in U.S.	44	35	9	8	4
Officer	53	35	5	4	3
Enlisted	53	30	8	5	4
Unemployed	55	28	6	7	4
18 to 24	53	29	8	6	4
25 to 29	51	32	7	6	4
30 to 34	45	37	12	3	3
35 and over	67	21	4	1	7
Non-high school graduate	60	24	6	6	4
High school graduate	53	30	7	6	4
Some college, 2 year graduate	53	31	9	4	3
4 year graduate, post graduate	36	40	13	6	5
Very difficult for vets to find jobs	55	24	9	8	4

TABLE 13: EMPLOYERS

MOST VETERANS ARE MORE MATURE AND STABLE NOW THAN BEFORE THEY ENTERED THE ARMED FORCES, AND THUS BETTER QUALIFIED FOR JOBS

	Total	East	South	Midwest	West	Vet	Non-Vet	Have Not Hired Vets	Have Hired 1-5 Vets	Have Hired More Than 5 Vets	Vets Assoc. Member
	%	%	%	%	%	%	%	%	%	%	%
Agree strongly	50	49	55	46	51	53	46	46	56	49	55
Agree somewhat	32	28	31	38	30	31	34	33	27	36	31
Disagree somewhat	9	12	8	8	7	8	10	10	11	6	8
Disagree strongly	5	6	3	4	8	4	7	7	4	4	2
Not sure	4	5	3	4	4	4	3	4	2	5	4

TABLE 14: PUBLIC

STATEMENTS ABOUT VETERANS FINDING JOBS AFTER RETURNING HOME FROM SERVICE

	Total %	East %	South %	Mid-west %	West %	Male %	Female %	18 to 29 %	29 to 49 %	50 and Over %	Veteran %	Non-Veteran %	Number Vets Organization %	8th Grade or Less %	High School %	College %	White %	Non-White %
Employers should make a special effort to hire men and women who have just served their country in the armed forces																		
Agree strongly	63	59	69	63	56	60	65	49	60	70	65	61	75	73	64	51	61	72
Agree somewhat	27	28	24	27	32	28	26	33	31	23	24	28	14	17	26	36	28	21
Disagree somewhat	6	7	3	6	8	7	5	11	5	4	5	6	4	4	6	8	7	3
Disagree strongly	2	3	3	1	1	3	1	4	2	1	4	2	3	1	2	3	2	2
Not sure	2	3	1	3	3	2	3	3	2	2	2	3	4	5	2	2	2	2
The state of the economy makes it almost impossible for returning veterans to find jobs today																		
Agree strongly	45	45	42	50	45			47	47	44	41	46	45	44	47	44	44	54
Agree somewhat	32	36	30	30	29			32	30	32	30	32	26	34	29	34	33	25
Disagree somewhat	12	9	13	12	15			14	13	11	14	12	11	9	12	13	12	9
Disagree strongly	6	5	8	5	6			4	5	7	11	4	13	4	7	5	6	6
Not sure	5	5	7	3	5			3	5	6	4	6	5	9	5	4	5	6
Veterans have a harder time than other unemployed civilians in finding jobs																		
Agree strongly	14	16	13	14	12	12	16	14	15	14	13	14	15	18	15	10	12	24
Agree somewhat	21	22	21	21	17	21	21	21	19	21	22	21	24	25	20	20	20	24
Disagree somewhat	30	27	25	32	38	31	28	34	33	27	27	30	25	22	31	32	31	25
Disagree strongly	20	20	22	21	18	25	16	20	19	21	28	18	26	13	21	22	21	14
Not sure	15	15	19	12	15	11	19	11	14	17	10	17	10	22	13	16	16	13

11 a.

TABLE 14: VETERANS
STATEMENTS ABOUT VETERANS FINDING JOBS AFTER RETURNING HOME FROM SERVICE

Most employers make a special effort to hire men and women who have just served their country in the armed forces.

	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	21	30	22	18	9
East	22	29	21	17	11
South	22	32	20	19	7
Midwest	20	32	24	16	8
West	18	28	23	20	11
Cities	18	30	24	20	8
Suburbs	19	28	24	19	10
Towns	23	32	22	15	8
Rural	26	33	16	15	10
White	22	30	22	16	10
Non-white	19	29	22	24	6
Army	20	28	21	21	10
Navy	23	32	23	13	9
Air Force	24	32	21	14	9
Marines	19	30	27	17	7
Served in Vietnam	17	31	21	21	10
Served in other Asia	25	25	21	18	11
Served in Europe	22	33	20	14	11
Served only in U.S.	24	27	27	15	7
Officer	14	32	24	18	12
Enlisted	22	29	22	18	9
Unemployed	16	27	20	29	8
18 to 24	19	31	22	19	9
25 to 29	24	29	22	16	9
30 to 34	21	33	23	13	10
35 and over	24	23	18	19	16
Non-high school graduate	19	30	25	19	7
High school graduate	26	28	20	18	8
Some college, 2 year graduate	17	34	22	16	11
4 year graduate, post graduate	13	29	27	17	14
Very difficult for vets to find jobs	8	23	25	38	6

11 c.

TABLE 14: VETERANS
STATEMENTS ABOUT VETERANS FINDING JOBS AFTER RETURNING HOME FROM SERVICE

The state of the economy makes it almost impossible for returning servicemen to find jobs today.

	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	36	28	15	17	4
East	37	32	13	13	5
South	29	27	18	21	5
Midwest	38	27	15	16	4
West	40	27	12	17	4
White	35	29	15	17	4
Non-white	40	28	13	12	7
Army	35	29	15	16	5
Navy	37	25	13	20	5
Air Force	35	28	14	20	3
Marines	37	30	17	13	3
Served in Vietnam	38	29	13	15	5
Served in other Asia	27	32	18	18	5
Served in Europe	35	30	14	16	5
Served in U.S.	35	29	15	17	4
Officer	31	31	13	19	6
Enlisted	36	28	15	17	4
Unemployed	48	25	9	12	6
18 to 24	37	28	15	16	4
25 to 29	36	30	13	16	5
30 to 34	32	26	22	17	3
35 and over	25	22	18	30	5
Non-high school graduate	44	26	12	14	4
High school graduate	33	28	17	17	5
Some college, 2 year graduate	33	31	14	18	4
4 year graduate, post graduate	36	30	13	16	5
Very difficult for vets to find jobs	67	22	4	4	3

11.

TABLE 14: VETERANS
STATEMENTS ABOUT VETERANS FINDING JOBS AFTER RETURNING HOME FROM SERVICE

Veterans have a harder time than other unemployed civilians in finding jobs.

	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	12	15	34	33	6
East	13	16	36	28	7
South	12	15	32	33	8
Midwest	12	14	34	35	5
West	9	13	36	38	4
Cities	16	14	32	32	6
Suburbs	11	15	37	31	6
Towns	12	15	36	31	6
Rural	7	15	32	39	7
White	9	13	35	37	6
Non-white	24	23	27	19	7
Army	13	15	34	31	7
Navy	9	13	35	37	6
Air Force	10	14	37	33	6
Marines	10	16	29	41	4
Served in Vietnam	13	16	33	31	7
Served in other Asia	9	12	41	31	7
Served in Europe	8	14	35	38	5
Served only in U.S.	9	15	36	33	7
Officer	9	11	36	35	9
Enlisted	12	15	34	33	6
Unemployed	24	16	26	26	8
18 to 24	13	16	35	29	7
25 to 29	10	13	34	37	6
30 to 34	10	19	37	29	5
35 and over	13	6	24	48	9
Non-high school graduate	19	16	31	29	5
High school graduate	13	15	32	35	5
Some college, 2 year graduate	7	13	38	35	7
4 year graduate, post graduate	11	14	39	28	8
Very difficult for vets to find jobs	34	21	24	17	4

TABLE 14: EMPLOYERS

STATEMENTS ABOUT VETERANS FINDING JOBS AFTER RETURNING HOME FROM SERVICE

	Total %	East %	South %	Midwest %	West %	Veteran %	Non-Veteran %	Have Not Hired Vets %	Have Hired 1-5 Vets %	Have Hired More Than 5 Vets %	Vets Assoc. Member %
Employers should make a special effort to hire men and women who have just served their country in the armed forces											
Agree strongly	54	52	56	55	53	54	56	51	55	54	62
Agree somewhat	35	34	36	37	30	35	33	37	33	35	31
Disagree somewhat	8	8	7	6	13	8	8	9	8	9	6
Disagree strongly	2	3	1	1	3	2	2	2	3	1	1
Not sure	1	3	-	1	1	1	1	1	1	1	-
The state of the economy makes it almost impossible for returning servicemen to find jobs today											
Agree strongly	30	34	24	30	29	28	32	33	29	26	29
Agree somewhat	32	32	33	33	32	32	35	34	33	27	30
Disagree somewhat	19	18	21	19	18	20	16	17	16	26	20
Disagree strongly	15	14	17	15	16	17	13	13	17	19	19
Not sure	4	2	5	3	5	3	4	3	5	2	2
Veterans have a harder time than other unemployed civilians in finding jobs											
Agree strongly	8	9	9	6	6	10	6	9	7	6	13
Agree somewhat	14	15	16	12	11	12	16	15	15	12	14
Disagree somewhat	31	35	26	33	29	31	31	34	29	30	32
Disagree strongly	37	30	41	38	41	39	33	31	37	44	31
Not sure	10	11	8	11	13	8	14	11	12	8	10

11 (f)

TABLE 15: VETERANS
STATEMENTS ABOUT VETERANS FINDING JOBS AFTER RETURNING HOME FROM SERVICE

It's a waste of time looking for a job today because there just aren't any around.

	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	11	16	27	44	2
East	13	19	26	39	3
South	10	15	26	47	2
Midwest	12	16	26	44	2
West	10	14	30	45	1
Cities	14	17	28	38	3
Suburbs	11	18	27	41	3
Towns	10	15	30	44	1
Rural	8	14	23	53	2
White	10	15	26	47	2
Non-white	19	21	30	27	3
Army	12	17	27	41	3
Navy	11	15	25	48	1
Air Force	7	15	29	47	2
Marines	14	17	25	42	2
Served in Vietnam	13	17	27	40	3
Served in other Asia	8	13	29	47	3
Served in Europe	11	15	24	47	3
Served only in U.S.	11	17	25	46	1
Officer	5	10	26	58	1
Enlisted	12	16	27	43	2
Unemployed	22	21	25	28	4
18 to 24	14	17	28	39	2
25 to 29	10	16	26	46	2
30 to 34	6	13	28	50	3
35 and over	6	6	23	63	2
Non-high school graduate	23	16	24	34	3
High school graduate	11	17	26	44	2
Some college, 2 year graduate	8	15	28	47	2
4 year graduate, post graduate	6	17	29	46	2
Very difficult for vets to find jobs	27	26	24	22	1

11 (b)

TABLE 15: VETERANS
STATEMENTS ABOUT VETERANS FINDING JOBS AFTER RETURNING HOME FROM SERVICE

Many employers are interested in you until they find out that you just returned from the service.

	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	3	9	33	47	8
East	3	11	34	44	8
South	6	9	31	46	8
Midwest	2	6	32	51	9
West	3	9	33	47	8
White	2	7	32	51	8
Non-white	9	17	34	30	10
Separation					
Less than 1 year	4	10	34	39	13
1 to 3 years	4	9	33	46	8
Over 3 years	2	8	29	54	7
Army	3	9	34	45	9
Navy	2	10	28	54	6
Air Force	4	6	33	47	10
Marines	4	9	33	47	7
Served in Vietnam	4	9	34	45	8
Served in other Asia	5	7	30	50	8
Served in Europe	2	7	34	48	9
Served only in U.S.	2	8	36	48	6
Officer	-	5	31	52	12
Enlisted	4	9	32	47	8
Unemployed	4	10	33	41	12
18 to 24	4	10	34	44	8
25 to 29	3	7	31	51	8
30 to 34	2	8	28	57	5
35 and over	6	7	31	40	16
Non-high school graduate	5	12	37	39	7
High school graduate	4	10	31	48	7
Some college, 2 year graduate	3	6	32	48	11
4 year graduate, post graduate	-	5	34	51	10
Very difficult for vets to find jobs	9	14	35	33	9

6 (a)

TABLE 16: PUBLIC

HOW DIFFICULT FOR VETERANS TO FIND JOBS AFTER RETURNING TO CIVILIAN LIFE

	Total %	East %	South %	Mid-west %	West %	Cities %	Sub-urbs %	Towns %	Rural %	18 to 29 %	30 to 49 %	50 and Over %	Vet-eran %	Non-Vet-eran %	Member Vets Organi-zation %	8th Grade or Less %	High School %	College %	White %	Non-White %
Very difficult	23	26	16	28	22	27	27	18	18	24	22	23	20	24	21	27	22	24	23	25
Somewhat difficult	45	48	44	44	47	45	48	44	45	46	49	43	42	46	43	39	46	47	45	44
Only slightly difficult	18	13	24	15	19	18	13	18	22	20	16	18	27	16	25	19	19	16	18	19
Not at all difficult	7	6	8	8	6	5	6	9	8	6	6	8	8	7	9	7	8	6	7	6
Not sure	7	7	8	5	6	5	6	11	7	4	7	8	3	7	2	8	5	7	7	6

12 (a)

TABLE 16: VETERANS
HOW DIFFICULT FOR VETERANS TO FIND JOBS AFTER RETURNING TO CIVILIAN LIFE

	Very Difficult %	Somewhat Difficult %	Only Slightly Difficult %	Not At All Difficult %	Not Sure %
Total	22	40	22	13	3
East	26	37	20	13	4
South	17	39	23	17	4
Midwest	24	41	22	10	3
West	21	42	22	12	3
Cities	29	38	20	9	4
Suburbs	22	42	18	14	4
Towns	19	41	25	12	3
Rural	15	39	25	18	3
White	20	41	22	14	3
Non-white	34	37	19	7	3
Separation					
Less than 1 year	27	39	21	10	3
1 to 3 years	22	41	21	13	3
Over 3 years	18	38	23	17	4
Army	23	39	20	14	4
Navy	18	43	24	12	3
Air Force	20	37	26	15	2
Marines	23	45	18	11	3
Served in Vietnam	25	40	20	11	4
Served in other Asia	19	34	24	18	5
Served in Europe	19	36	25	16	4
Served only in U.S.	24	38	23	12	3
Officer	17	46	23	9	5
Enlisted	22	39	22	14	3
Unemployed	40	37	14	5	4
18 to 24	24	40	22	11	3
25 to 29	20	40	22	15	3
30 to 34	19	38	23	15	5
35 and over	17	26	23	27	7
Non-high school graduate	27	36	20	15	2
High school graduate	21	40	21	15	3
Some college/2 year graduate	21	39	25	12	3
4 year graduate/post graduate	24	43	19	7	7

6 (a)

TABLE 16: EMPLOYERS

HOW DIFFICULT FOR VETERANS TO FIND JOBS AFTER RETURNING TO CIVILIAN LIFE

	Total %	East %	South %	Midwest %	West %	Veteran %	Non-Veteran %	Have Not Hired Vets %	Have Hired 1-5 Vets %	Have Hired More Than 5 Vets %	Vets Assoc. Member %
Very difficult	18	22	11	20	17	18	18	19	17	18	23
Somewhat difficult	48	51	45	49	48	50	47	50	48	48	42
Only slightly difficult	20	14	28	17	23	20	19	21	20	22	20
Not at all difficult	9	7	14	8	6	7	11	5	11	10	11
Not sure	5	6	2	6	6	5	5	5	4	2	4

TABLE 18: VETERANS

"After the service they've just done for their country, veterans shouldn't have to work right away when they get home."

	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	17	21	23	35	4
East	17	24	27	27	5
South	18	19	21	38	4
Midwest	18	20	23	35	4
West	12	20	21	42	5
Cities	22	22	23	29	4
Suburbs	12	22	24	38	4
Towns	15	19	24	37	5
Rural	17	18	24	36	5
White	14	20	24	38	4
Non-white	31	25	22	19	3
Length of Service					
6 months to 2 years	23	26	21	26	4
2 to 4 years	18	22	25	30	5
Over 4 years	10	14	22	51	3
Separation					
Less than 1 year	22	22	21	30	5
1 to 3 years	17	22	23	33	5
Over 3 years	12	16	25	44	3
Army	19	21	24	31	5
Navy	14	18	22	42	4
Air Force	12	19	25	41	3
Marines	17	23	18	39	3
Served in Vietnam	22	25	19	29	5
Served in other Asia	14	18	25	39	4
Served in Europe	14	21	26	33	6
Served only in U.S.	12	18	30	36	4
Officer	6	14	18	60	2
Enlisted	17	21	24	34	4
Drafted	20	23	22	29	6
Volunteered	15	20	24	32	4
Unemployed	28	24	22	21	5
18 to 24	21	24	23	27	5
25 to 29	14	19	24	39	4
30 to 34	8	11	28	52	1
35 and over	6	12	18	62	2
Non-high school graduate	26	20	22	29	3
High school graduate	19	21	24	31	5
Some college, 2 year graduate	13	22	24	39	2
4 year graduate, post graduate	7	15	23	49	6

17 (a)

TABLE 19: VETERANS
WHAT DOING IMMEDIATELY BEFORE ENTERED ARMED FORCES

	Student %	Unemployed %	Employed Part Time %	Employed Full Time %	Other %
Total	38	5	13	51	*
East	42	3	14	48	-
South	37	7	13	51	*
Midwest	33	5	10	58	-
West	41	8	14	47	-
Cities	41	6	13	47	-
Suburbs	44	5	11	49	-
Towns	35	5	15	53	*
Rural	30	5	13	58	*
White	38	5	13	52	*
Non-white	38	7	13	48	-
18 to 24	35	5	14	54	*
25 to 29	43	6	11	47	-
30 to 34	36	6	12	51	-
35 and over	35	6	14	49	*
Non-high school graduate	27	7	13	56	-
High school graduate	30	5	13	57	*
Some college, 2 year graduate	46	5	14	47	*
4 year graduate, post graduate	65	3	9	30	-

19a.

TABLE 19: VETERANS
PRESENT STATUS

	Student in School %	Unemployed %	Employed Part Time %	Employed Full Time %	Other %
Total	15	15	8	68	3
East	12	18	6	68	2
South	15	12	9	69	3
Midwest	14	14	6	70	2
West	19	16	10	63	4
Cities	17	18	9	64	3
Suburbs	16	15	6	69	2
Towns	13	13	7	71	1
Rural	11	13	8	70	4
White	15	14	7	70	3
Non-white	17	21	10	58	2
Length of Service					
6 months to 2 years	14	20	8	63	3
2 to 4 years	16	15	8	66	2
Over 4 years	12	12	6	75	3
Separation					
Less than 1 year	17	28	6	52	2
1 - 3 years	17	14	8	68	3
Over 3 years	8	7	8	80	2
Served in Vietnam	17	17	7	65	3
Served in other Asia	13	12	9	73	1
Served in Europe	13	12	7	75	2
Served only in U.S.	15	13	8	68	3
Officer	24	13	10	64	2
Enlisted	14	15	8	69	3
Drafted	12	15	8	68	3
Volunteered	16	15	8	68	2
18 to 24	18	19	9	61	3
25 to 29	14	11	7	74	2
30 to 34	6	6	7	84	2
35 and over	4	12	6	75	7
Non-high school graduate	4	31	5	61	2
High school graduate	6	14	6	76	3
Some college, 2 year graduate	33	10	13	60	3
4 year graduate, post graduate	24	14	9	59	1

17 (c)

TABLE 20: VETERANS
FAMILIARITY WITH RE-EMPLOYMENT RIGHTS

(Base: Employed before service)

	Familiar %	Not Familiar %	Not Sure %
Total	80	19	1
East	81	17	2
South	75	24	1
Midwest	81	18	1
West	86	12	2
Cities	82	16	2
Suburbs	81	18	1
Towns	81	18	1
Rural	76	23	1
White	81	18	1
Non-white	78	21	1
Army	83	16	1
Navy	78	19	3
Air Force	76	23	1
Marines	69	31	-
Presently Unemployed	82	18	-

17 (d)

TABLE 21: VETERANS
WERE RE-EMPLOYMENT RIGHTS EXERCISED WHEN RETURNED FROM SERVICE

(Base: Employed before service, and familiar with re-employment rights)

	Exercised %	Did Not Exercise %	Not Sure %
Total	35	64	1
East	36	63	1
South	30	68	2
Midwest	45	55	*
West	27	73	-
Cities	34	66	*
Suburbs	34	66	-
Towns	34	65	1
Rural	40	59	1
White	35	64	1
Non-white	40	60	-
Length of Service			
6 months to 2 years	44	56	-
2 to 4 years	37	62	1
Over 4 years	22	78	-
Army	41	58	1
Navy	26	74	-
Air Force	21	78	1
Marines	32	67	1
Served in Vietnam	41	58	1
Served in other Asia	33	66	1
Served in Europe	38	60	2
Served only in U.S.	36	63	1
Drafted	47	52	1
Volunteered	26	73	1
Presently Unemployed	25	75	-

TABLE 23: VETERANS

24c. NUMBER OF JOBS HAVE HAD SINCE LEAVING THE SERVICE

(Base: Have had job since leaving service)

	One %	Two %	Three %	Four %	Five or More %
Total	54	20	12	6	8
East	61	20	9	3	7
South	51	18	14	8	9
Midwest	53	22	11	7	7
West	45	21	14	7	13
Cities	51	21	12	6	10
Suburbs	55	22	10	5	8
Towns	51	21	15	7	6
Rural	55	17	13	8	7
White	53	20	12	6	9
Non-white	60	19	11	5	5
Length of Service					
6 months to 2 years	60	18	12	3	7
2 to 4 years	52	21	13	5	9
Over 4 years	50	21	10	11	8
Separation					
Less than one year	85	13	2	*	*
1 to 3 years	54	22	12	5	7
Over 3 years	36	21	17	11	15
Army	57	19	12	5	7
Navy	51	19	9	8	13
Air Force	49	24	13	8	6
Marines	46	24	13	8	9
Served in Vietnam	58	20	12	5	5
Served in other Asia	54	17	11	8	10
Served in Europe	52	20	12	8	8
Served only in U.S.	51	24	11	6	8
Officer	81	12	5	1	1
Enlisted	51	21	12	7	9
Drafted	61	20	9	4	6
Volunteered	50	21	13	7	9
Unemployed	40	28	10	6	16
18 to 24	60	18	10	5	7
25 to 29	44	24	14	8	10
30 to 34	48	20	12	7	13
35 and over	56	19	12	8	5
Non-high school graduate	44	25	14	6	11
High school graduate	56	20	11	6	7
Some college/2 year graduate	50	19	13	8	10
4 year graduate/post graduate	58	22	9	4	7

24 (d)

TABLE 24: VETERANS
HOW LONG AFTER LEAVING SERVICE DID IT TAKE TO FIND FIRST JOB
(Base: Have had job since leaving service)

	Within 1 Month	1 to 2 Months	3 to 4 Months	5 to 6 Months	7 to 8 Months	9 Months to 1 Year	More Than 1 Year	Not Sure
	%	%	%	%	%	%	%	%
Total	61	17	11	4	3	2	2	*
East	59	18	11	4	4	2	2	*
South	60	16	14	4	3	2	1	-
Midwest	68	16	9	4	1	2	*	*
West	54	19	9	7	4	2	4	1
Cities	56	19	12	6	3	2	2	*
Suburbs	64	15	10	5	3	2	1	*
Towns	65	13	12	4	1	3	2	-
Rural	63	18	9	2	4	2	2	*
White	63	15	11	5	2	2	2	*
Non-white	48	28	9	3	7	3	2	-
Length of Service								
6 months to 2 years	57	16	12	8	3	1	3	-
2 to 4 years	59	19	12	4	3	2	1	*
Over 4 years	64	15	8	3	3	4	2	1
Army	60	18	12	4	3	2	1	*
Navy	56	20	10	7	3	1	2	1
Air Force	65	15	9	3	1	3	3	1
Marines	67	11	10	6	3	2	1	-
Served in Vietnam	58	17	13	5	4	2	1	-
Served in other Asia	64	16	13	4	1	1	1	-
Served in Europe	65	14	15	3	-	2	1	-
Served only in U.S.	62	22	5	3	2	2	2	2
Non-high school graduate	56	19	13	5	4	2	1	-
High school graduate	61	18	12	5	2	1	1	*
Some college, 2 year graduate	69	13	7	3	3	3	2	*
4 year graduate, post graduate	46	23	13	3	3	6	5	1

19 (e) & 25 (c)

TABLE 25: VETERANS
METHODS OF FINDING OUT ABOUT JOBS -- PERCENT WHO "HEARD OF JOB" FOR EACH METHOD

(Base: Have had job since leaving service)

	Word of Mouth, or Friends %	Family %	News-Paper Ads %	Public Employment Service %	Job Marts/ Job Fairs for Veterans %
Total	48	35	16	13	1
East	43	28	20	10	1
South	52	41	14	14	*
Midwest	46	40	14	13	1
West	52	37	16	14	1
Cities	43	30	16	15	1
Suburbs	47	33	20	9	1
Towns	60	45	23	22	-
Rural	48	39	9	13	*
White	46	36	16	12	*
Non-white	59	34	17	20	3
Officer	44	27	14	8	2
Enlisted	48	36	16	14	1
Drafted	52	35	13	11	2
Volunteered	46	36	17	15	*
18 to 24	51	41	12	13	1
25 to 29	44	35	19	15	1
30 to 34	49	26	17	10	-
35 and over	50	8	23	13	2
Under $5,000	50	41	13	19	-
$5,000 to $9,999	52	35	15	11	1
$10,000 to $14,999	45	32	17	16	1
$15,000 and over	37	34	17	10	1
Non-high school graduate	44	41	9	15	1
High school graduate	51	36	15	15	-
Some college, 2 year graduate	45	37	19	10	1
4 year graduate, post graduate	43	23	20	14	*

TABLE 27: VETERANS
COMPARING JOB NOW HAVE WITH EXPECTATIONS WHILE IN SERVICE
(Base: Employed full or part time at present)

	Expected to Find Better Job	Expected to Find Job Which Was Not as Good	Expected to Find Job Similiar to One Have	Not Sure
	%	%	%	%
Total	33	13	46	8
East	33	11	45	11
South	37	12	45	6
Midwest	30	15	47	8
West	33	13	46	8
Cities	36	14	40	10
Suburbs	31	14	49	6
Towns	35	12	44	9
Rural	32	10	49	9
White	39	14	47	9
Non-white	50	8	35	7
Length of Service				
6 months to 2 years	29	8	54	9
2 to 4 years	34	12	46	8
Over 4 years	34	16	42	8
Served in Vietnam	35	9	47	9
Served in other Asia	32	17	44	7
Served in Europe	29	20	42	9
Served only in U.S.	29	11	52	8
Officer	24	8	63	5
Enlisted	33	13	46	8
18 to 24	38	9	44	9
25 to 29	29	18	46	7
30 to 34	24	12	57	7
35 and over	30	15	43	12
Non-high school graduate	41	6	44	9
High school graduate	34	13	43	8
Some college, 2 year graduate	32	15	43	10
4 year graduate, post graduate	22	12	62	4

TABLE 36: PUBLIC

SPECIAL OCCUPATIONAL SKILLS LEARNED IN THE ARMED FORCES
MAKE VETERANS MORE QUALIFIED FOR JOBS THAN BEFORE THEIR SERVICE

	Total %	East %	South %	Mid-west %	West %	18 to 29 %	30 to 49 %	50 and Over %	Veteran %	Non-Veteran %	Member Vets Organization %	8th Grade or Less %	High School %	College %	Professional/ Executive %	Clerical Sales %	Skilled Labor/ Service %	Other %	Union Member %	White %	Non-White %
Agree strongly	40	37	46	40	37	36	37	44	42	40	43	44	44	32	31	34	50	41	49	38	51
Agree somewhat	38	39	38	36	40	40	40	36	35	39	38	35	35	46	45	42	31	41	31	39	36
Disagree somewhat	11	12	8	12	10	12	11	10	12	10	10	9	11	10	11	13	12	8	11	11	5
Disagree strongly	5	5	4	5	8	7	7	4	7	5	5	3	6	6	6	7	4	4	7	5	3
Not sure	6	7	4	7	5	5	5	6	4	6	4	9	4	6	7	4	3	6	2	6	5

11 (e)

TABLE 36: VETERANS

SPECIAL OCCUPATIONAL SKILLS LEARNED IN THE ARMED FORCES MAKE VETERANS MORE QUALIFIED FOR JOBS THAN BEFORE THEIR SERVICE

	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	30	30	15	22	3
East	27	28	18	23	4
South	39	29	14	17	[illegible]
Midwest	25	33	17	22	3
West	30	29	12	27	2
White	29	30	16	22	3
Non-white	39	24	14	22	1
Length of Service					
6 months to 2 years	25	27	18	25	[illegible]
2 to 4 years	27	31	17	22	3
Over 4 years	41	29	11	18	1
Army	26	30	16	24	4
Navy	42	28	15	14	1
Air Force	37	31	13	17	2
Marines	29	24	17	27	3
Served in Vietnam	27	29	16	24	4
Served in other Asia	31	29	15	21	4
Served in Europe	27	31	19	19	4
Served only in U.S.	26	33	18	21	[illegible]
Officer	36	31	16	14	3
Enlisted	30	30	15	22	3
18 to 24	27	27	17	26	3
25 to 29	31	34	14	18	[illegible]
30 to 34	31	31	17	19	2
35 and over	55	25	8	11	1
Non-high school graduate	37	23	9	29	2
High school graduate	32	30	16	19	3
Some college, 2 year graduate	28	31	16	23	2
4 year graduate, post graduate	21	35	19	21	4
Very difficult for vets to find job	26	23	16	32	3

TABLE 36: EMPLOYERS

SPECIAL OCCUPATIONAL SKILLS LEARNED IN THE ARMED FORCES
MAKE VETERANS MORE QUALIFIED FOR JOBS THAN BEFORE THEIR SERVICE

	Total	East	South	Midwest	West	Vet-eran	Non-Vet-eran	Have Not Hired Vets	Have Hired 1-5 Vets	Have Hired More Than 5 Vets	Vets Assoc. Member
Agree strongly	38	40	41	31	39	36	41	36	40	36	36
Agree somewhat	40	39	41	45	37	42	38	45	40	36	44
Disagree somewhat	11	9	11	14	12	12	10	9	11	15	12
Disagree strongly	6	6	4	4	8	7	4	5	6	8	6
Not sure	5	6	3	6	4	3	7	5	3	5	2

TABLE 37: VETERANS
16a. WHETHER RECEIVED OCCUPATIONAL TRAINING WHILE IN SERVICE

	Received %	Did Not Receive %	Not Sure %
Total	55	44	1
White	55	44	1
Non-white	55	42	3
Length of Service			
6 months to 2 years	41	58	1
2 to 4 years	54	45	1
Over 4 years	71	29	*
Army	49	50	1
Navy	70	29	1
Air Force	72	27	1
Marines	47	52	1
Served in Vietnam	47	52	1
Served in other Asia	62	37	1
Served in Europe	60	39	1
Served only in U.S.	56	44	*
Officer	53	44	3
Enlisted	56	43	1
Drafted	40	59	1
Volunteered	63	36	1
18 to 24	52	47	1
25 to 29	57	42	1
30 to 34	63	36	1
35 and over	71	28	1
Non-high school graduate	54	46	-
High school graduate	55	44	1
Some college, 2 year graduate	60	40	*
4 year graduate, post graduate	49	50	1

16b.

TABLE 38: VETERANS
KIND OF OCCUPATIONAL TRAINING RECEIVED IN SERVICE
(Base: Received occupational training)

	Total %	White %	Non-White %	Length of Service: 6 Months to 2 Years %	2 to 4 Years %	Over 4 Years %	Army %	Navy %	Air Force %	Marines %	Served in the [illegible] %	Served in [illegible] %	Served in [illegible] %	Served Only in U.S. %	Some High School %	High School Graduate %	Some College %	College Graduate %
Electronics, mechanical equipment repairmen	24	24	26	19	24	28	22	25	33	22	26	24	22	19	23	16	10	2
Administrative specialists, clerks	20	19	28	20	22	16	23	15	20	21	20	19	23	22	9	19	24	29
Service, supply handlers	18	17	27	20	19	15	21	[illegible]	17	28	20	[illegible]	21	[illegible]	30	19	13	15
Craftsmen	14	[illegible]	15	15	15	12	14	[illegible]	9	[illegible]	[illegible]	11	9	16	23	16	10	2
Electronics equipment repairmen	13	14	8	11	12	15	9	23	11	11	10	15	16	14	8	11	19	16
Communications and intelligence specialists	9	10	6	8	9	11	9	10	10	11	6	15	14	9	8	15	6	9
Medical, dental specialists	8	7	9	10	7	8	10	8	3	1	10	8	5	7	7	7	12	8
Other technicians, allied specialities	5	6	2	5	5	6	7	[illegible]	[illegible]	4	7	3	7	5	3	7	19	6
Infantry, gun crew	3	2	5	3	3	1	3	2	1	6	6	1	2	1	2	2	6	3
All other	1	1	1	-	1	1	1	[illegible]	[illegible]	1	[illegible]	[illegible]	-	1	1	1	1	2

16c. TABLE 39: VETERANS
WHETHER OCCUPATIONAL TRAINING WAS UNDER "PROJECT TRANSITION"
(Base: Received occupational training)

	Under Project Transition	Not Under Project Transition	Not Sure
	%	%	%
Total	9	82	9
White	8	84	8
Non-white	14	74	12
Length of Service			
6 months to 2 years	5	81	14
2 to 4 years	10	80	10
Over 4 years	10	85	5
Separation			
Less than 1 year	13	81	6
1 to 3 years	10	82	8
Over 3 years	4	83	13
Army	12	76	12
Navy	7	87	6
Air Force	7	87	6
Marines	6	88	6
Served in Vietnam	12	78	10
Served in other Asia	9	82	9
Served in Europe	5	82	13
Served only in U.S.	9	83	8
18 to 24	11	81	8
25 to 29	5	82	13
30 to 34	7	90	3
35 and over	21	79	-
Non-high school graduate	10	76	14
High school graduate	11	81	9
Some college, 2 year graduate	10	83	7
4 year graduate, post graduate	2	94	4

TABLE 40: VETERANS

16e. EVALUATING USEFULNESS OF OCCUPATIONAL TRAINING RECEIVED IN SERVICE

(Base: Received occupational training)

	Very Useful %	Somewhat Useful %	Slightly Useful %	Not At All Useful %	Not Sure %
Total	26	22	18	33	1
White	26	22	19	32	1
Non-white	29	25	17	27	2
Length of Service					
6 months to 2 years	15	24	17	41	3
2 to 4 years	23	25	18	33	1
Over 4 years	35	17	19	28	1
Army	25	25	17	31	2
Navy	29	22	20	27	2
Air Force	33	19	19	28	-
Marines	15	13	23	48	-
Served in Vietnam	22	21	20	35	2
Served in other Asia	31	26	16	26	1
Served in Europe	28	16	25	30	1
Served only in U.S.	24	22	18	35	1
Officer	44	24	10	22	-
Enlisted	26	22	19	31	2
18 to 24	20	25	20	34	1
25 to 29	28	20	16	34	2
30 to 34	28	25	23	23	1
35 and over	59	10	11	19	1
Non-high school graduate	28	22	12	37	1
High school graduate	25	24	20	30	1
Some college, 2year graduate	25	22	18	33	2
4 year graduate, post graduate	33	14	20	30	3

12.

TABLE 40: EMPLOYERS
EVALUATING USEFULNESS OF VETERANS' OCCUPATIONAL TRAINING
RECEIVED IN THE SERVICE
(Base: Have hired veterans)

	Very Useful %	Somewhat Useful %	Only Slightly Useful %	Not At All Useful %	It Hinders Them (vol.) %	Not Sure %
Total	21	41	19	12	1	6
Number of Employees						
Under 20	25	37	21	12	1	4
20 to 250	22	41	13	16	1	7
Over 250	17	46	22	8	-	7
Manufacturing	17	39	24	12	2	6
Service	32	44	14	8	-	2
Government	15	52	21	7	-	5
Wholesale, retail	20	43	11	18	1	7
Veteran	20	44	19	13	*	4
Non-veteran	23	40	16	10	1	10
Have hired 1 to 5 vets	23	42	18	12	1	4
Have hired more than 5 vets	19	44	21	11	-	5

16d.

TABLE 41: VETERANS

HAS OCCUPATIONAL TRAINING BEEN USED IN WORK DONE SINCE LEFT SERVICE
(Base: Received occupational training)

	Have Used %	Have Not Used %	Not Sure %
Total	32	67	1
White	34	65	1
Non-white	25	74	1
Length of Service			
6 months to 2 years	21	76	3
2 to 4 years	29	71	-
Over 4 years	44	55	1
Separation			
Less than 1 year	22	77	1
1 to 3 years	28	71	1
Over 3 years	50	49	1
Army	27	72	1
Navy	42	58	-
Air Force	37	61	2
Marines	25	74	1
18 to 24	23	76	1
25 to 29	40	59	1
30 to 34	48	52	-
35 and over	46	54	-
Non-high school graduate	28	72	-
High school graduate	32	67	1
Some college, 2 year graduate	34	66	-
4 year graduate, post graduate	35	64	1

11 (j)

TABLE 42: VETERANS
The government has a responsibility to find jobs for veterans.

	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	25	30	23	18	4
East	28	32	23	13	4
South	27	25	22	20	6
Midwest	21	31	27	18	3
West	22	29	21	24	4
Cities	30	31	20	15	4
Suburbs	23	29	26	18	4
Towns	24	27	24	20	5
Rural	20	29	25	20	6
White	22	30	25	19	4
Non-white	40	26	15	11	8
Length of Service					
6 months to 2 years	31	27	23	13	6
2 to 4 years	25	30	23	17	5
Over 4 years	19	29	24	25	3
Separation					
Less than 1 year	26	34	19	15	6
1 to 3 years	26	28	24	18	4
Over 3 years	21	29	25	21	4
Army	28	29	21	16	6
Navy	19	30	28	20	3
Air Force	20	28	29	20	3
Marines	23	28	22	24	3
Served in Vietnam	31	30	21	14	4
Served in other Asia	18	29	24	24	5
Served in Europe	23	29	25	17	6
Served only in U.S.	24	31	23	17	5
Officer	12	36	32	20	-
Enlisted	25	29	23	18	5
Unemployed	35	27	20	11	7
18 to 24	29	30	21	15	5
25 to 29	22	28	25	20	5
30 to 34	13	31	31	22	3
35 and over	17	27	21	34	1
Non-high school graduate	35	25	18	17	5
High school graduate	25	30	22	18	5
Some college, 2 year graduate	23	29	26	19	3
4 year graduate, post graduate	15	37	28	17	3
Very difficult for vets to find jobs	42	27	17	10	4

5(4)

TABLE 43: PUBLIC

GOVERNMENT SERVICES AND AGENCIES ARE DOING A GOOD JOB OF HELPING VETERANS FIND JOBS

	Total %	East %	South %	Mid-west %	West %	Cities %	Suburbs %	Towns %	Rural %	Male %	Female %	18 to 29 %	30 to 49 %	50 and Over %	Veteran %	Non Veteran %	Member Vets Organization %	8th Grade or Less %	High School %	College %	White %	Non-White %	View VA Positively %	Don't Know Much About VA %
Agree strongly	15	13	18	14	14	14	13	14	18	17	13	11	13	17	17	14	20	22	16	9	14	20	20	10
Agree somewhat	32	34	36	27	32	35	26	36	36	34	31	33	31	33	36	32	39	35	33	29	32	37	39	27
Disagree somewhat	16	15	11	23	17	20	19	13	11	19	14	22	17	14	15	17	13	12	17	19	16	17	13	17
Disagree strongly	11	11	9	12	10	13	14	7	6	12	9	12	12	9	14	9	15	5	10	14	11	10	7	9
Not sure	26	27	26	24	27	18	28	30	29	18	33	22	27	27	18	28	13	26	24	29	27	16	21	37

11. i.

TABLE 43: VETERANS

GOVERNMENT SERVICES AND AGENCIES ARE DOING A GOOD JOB OF HELPING VETERANS FIND JOBS

	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	17	29	17	20	17
East	14	32	15	20	19
South	20	30	16	18	16
Midwest	18	29	17	20	16
West	14	27	19	21	19
Cities	16	28	19	21	16
Suburbs	14	26	17	22	21
Towns	16	35	15	18	16
Rural	22	30	15	16	17
White	17	30	16	18	19
Non-white	19	26	20	25	10
Army	18	27	18	20	17
Navy	17	32	13	19	19
Air Force	16	30	18	16	20
Marines	13	29	17	24	17
Served in Vietnam	17	30	16	20	17
Served in other Asia	19	27	18	15	21
Served in Europe	16	30	17	13	24
Served only in U.S.	14	28	17	22	19
Officer	18	29	14	17	22
Enlisted	17	30	17	19	17
Unemployed	16	22	17	32	13
18 to 24	17	30	16	22	15
25 to 29	16	28	17	18	21
30 to 34	18	28	24	11	19
35 and over	22	31	12	17	18
Non-high school graduate	22	24	16	24	14
High school graduate	19	31	15	19	16
Some college, 2 year graduate	13	30	18	19	20
4 year graduate, post graduate	10	26	21	19	24
Very difficult for vets to find jobs	8	20	22	38	12

TABLE 43: EMPLOYERS

GOVERNMENT SERVICES AND AGENCIES ARE DOING A GOOD JOB OF HELPING VETERANS FIND JOBS

	Total	East	South	Midwest	West	Veteran	Non-Veteran	Have Not Hired Vets	Have Hired 1-5 Vets	Have Hired More Than 5 Vets	Veterans Assoc. Member
	%	%	%	%	%	%	%	%	%	%	%
Agree strongly	17	17	22	16	10	18	15	12	18	26	25
Agree somewhat	31	29	33	30	31	31	32	33	29	28	28
Disagree somewhat	14	15	14	14	14	16	12	12	13	20	13
Disagree strongly	11	15	5	11	13	12	9	11	12	11	17
Not sure	27	24	26	29	32	23	32	32	28	15	17

14a. TABLE 44: VETERANS
WHETHER CONTACTED BY LOCAL PUBLIC EMPLOYMENT OFFICE AFTER DISCHARGE

	Contacted %	Not Contacted %	Not Sure %
Total	23	74	3
East	24	72	4
South	22	76	2
Midwest	26	71	3
West	18	77	5
Cities	21	76	3
Suburbs	25	72	3
Towns	23	74	3
Rural	22	74	4
White	23	74	3
Non-white	22	75	3
Length of Service			
6 months to 2 years	30	66	4
2 to 4 years	24	73	3
Over 4 years	14	84	2
Separation			
Less than 1 year	35	63	2
1 to 3 years	25	72	3
Over 3 years	9	88	3
Army	27	70	3
Navy	19	79	2
Air Force	15	81	4
Marines	15	83	2
Served in Vietnam	27	70	3
Served in other Asia	22	74	4
Served in Europe	22	75	3
Served only in U.S.	19	78	3
Drafted	30	66	4
Volunteered	19	78	3
Unemployed	29	69	2
18 to 24	26	71	3
25 to 29	20	76	4
30 to 34	12	87	1
Over 35	18	82	-
Non high school graduate	19	79	2
High school graduate	23	74	3
Some college, 2 year graduate	22	75	3
4 year graduate, post graduate	27	71	2

14 (d)

TABLE 45: VETERANS

DID LOCAL PUBLIC EMPLOYMENT OFFICE EVER REFER TO JOB
(Base: Talked to local public employment office after discharge)

	Referred to Job %	Didn't Refer %	Not Sure %
Total	45	55	*
East	40	60	*
South	51	49	*
Midwest	47	52	1
West	41	59	-
Cities	47	52	1
Suburbs	37	63	-
Towns	52	47	1
Rural	46	54	-
White	43	57	*
Non-white	51	48	1
Length of Service			
6 months to 2 years	40	59	1
2 to 4 years	45	55	*
Over 4 years	50	50	*
Separation			
Less than 1 year	36	63	1
1 to 3 years	46	54	*
Over 3 years	54	45	1
Drafted	43	57	*
Volunteered	46	53	1
Unemployed	39	60	1
18 to 24	43	57	*
25 to 29	47	52	1
30 to 34	51	47	2
Over 35	50	50	-
Non-high school graduate	44	56	-
High school graduate	54	46	*
Some college, 2 year graduate	37	63	-
4 year graduate, post graduate	23	74	3

72-165 O-72—11

Employers
15a.

TABLE 46: EMPLOYERS
EMPLOYERS' AWARENESS OF VETERANS EMPLOYMENT REPRESENTATIVE AT LOCAL PUBLIC EMPLOYMENT OFFICE

	Know About %	Don't Know About %	Not Sure %
Total	42	52	2
East	41	57	2
South	41	58	1
Midwest	42	55	3
West	44	54	2
Number of Employees			
Under 20	34	65	1
20 to 250	40	58	2
Over 250	64	33	3
Manufacturing	43	55	2
Service	30	69	1
Government	59	40	1
Wholesale,retail	35	63	2
Have not hired vets	31	68	1
Have hired 1 to 5 vets	41	57	2
Have hired more than 5 vets	69	30	1

15 (b)

TABLE 47: EMPLOYERS
CONTACT FROM LOCAL PUBLIC EMPLOYMENT OFFICE REGARDING PLACEMENT OF VETERANS

	Has Contacted %	Not Contacted %	Not Sure %
Total	24	72	4
East	25	70	5
South	20	77	3
Midwest	25	71	4
West	26	69	5
Number of Employees			
Under 20	17	81	2
20 to 250	19	74	7
Over 250	47	47	6
Manufacturing	35	62	3
Service	12	86	2
Government	33	62	5
Wholesale, retail	21	73	6
Have not hired vets	10	89	1
Have hired 1 to 5 vets	27	69	4
Have hired more than 5 vets	47	49	4

7b.

TABLE 48: PUBLIC

EVALUATING THE EFFECTIVENESS OF "JOBS FOR VETERANS" PROGRAM
(Base: Have heard of program)

	Effective %	Not So Effective %	Not Sure %
Total	35	31	34
East	36	26	38
South	45	23	32
Midwest	30	39	31
West	28	36	36
18 to 29	33	31	36
30 to 49	37	37	26
50 and over	36	29	35
Veteran	35	39	26
Non-veteran	35	28	37
Member vets organization	37	35	28
8th grade or less	41	28	31
High school	40	27	33
College	26	38	36
White	35	31	34
Non-white	34	32	34
View VA positively	43	25	32
Don't know much about VA	20	28	52

13b. TABLE 48: VETERANS
EVALUATING THE EFFECTIVENESS OF "JOBS FOR VETERANS" PROGRAM
(Base: Have heard of program)

	Effective %	Not so Effective %	Not Sure %
Total	29	36	35
East	29	34	37
South	33	35	32
Midwest	30	35	35
West	22	42	36
Cities	28	39	33
Suburbs	22	39	39
Towns	25	37	38
Rural	40	29	31
White	30	33	37
Non-white	23	52	25
Army	29	37	34
Navy	32	32	36
Air force	27	39	34
Marines	29	37	34
Served in Vietnam	28	38	34
Served in other Asia	31	38	31
Served in Europe	39	26	35
Served only in U.S.	29	39	32
Officer	32	38	30
Enlisted	29	35	36
Unemployed	22	50	28
18 to 24	32	37	31
25 to 29	24	35	41
30 to 34	27	37	36
Over 35	37	32	31
Non-high school graduate	34	42	34
High school graduate	33	33	34
Some college, 2 year graduate	25	35	40
4 year graduate, post graduate	18	43	39
Very difficult for vets to find jobs	15	56	29

TABLE 48: EMPLOYERS

7b. EVALUATING THE EFFECTIVENESS OF "JOBS FOR VETERANS" PROGRAM
(Base: Have heard of program)

	Effective %	Not So Effective %	Not Sure %
Total	29	32	39
East	25	37	38
South	39	26	35
Midwest	25	37	38
West	26	27	47
Number of Employees			
Under 20	29	29	42
20 to 250	25	31	44
Over 250	29	41	30
Have not hired vets	30	27	43
Have hired 1 to 5 vets	26	33	41
Have hired more than 5 vets	29	39	32

15a.

TABLE 50: VETERANS
FAMILIARITY WITH VA JOB MARTS/JOB FAIRS

	Familiar %	Not Familiar %	Not Sure %
Total	14	85	1
East	18	81	1
South	11	88	1
Midwest	11	88	1
West	17	81	2
Cities	17	82	1
Suburbs	15	83	2
Towns	9	90	1
Rural	11	88	1
White	13	86	1
Non-white	18	81	1
Separation			
Less than 1 year	21	77	2
1 to 3 years	13	86	1
Over 3 years	12	86	2
Officer	24	75	1
Enlisted	13	86	1
Student	19	79	2
Unemployed	15	84	1
Member Vets organization	18	81	1
18 to 24	13	86	1
25 to 29	12	87	1
30 to 34	18	81	1
Over 35	27	72	1
Non-high school graduate	11	89	-
High school graduate	13	85	2
Some college, 2 year graduate	14	85	1
4 year graduate, post graduate	20	78	2

Employers
16a.

TABLE 51: EMPLOYERS
FAMILIARITY WITH JOB MARTS/JOB FAIRS

	Familiar %	Not Familiar %	Not Sure %
Total	20	79	1
East	21	75	4
South	14	86	-
Midwest	23	77	-
West	19	80	1
Number of Employees			
Under 20	12	87	1
20 to 250	20	80	-
Over 250	38	59	3
Manufacturing	24	75	1
Service	8	91	1
Government	33	66	1
Wholesale, retail	15	84	1

Employers

9a.

TABLE 52: EMPLOYERS

WHETHER FIRM HAS HIRED YOUNG MEN/WOMEN WHO HAVE JUST RETURNED FROM ARMED FORCES

	Have Hired Veterans %	Have Not Hired Veterans %	Not Sure %
Total	60	36	4
East	60	34	6
South	59	37	4
Midwest	54	42	4
West	70	29	1
Number of Employees			
Under 20	42	55	3
20 to 250	72	22	6
Over 250	94	3	3
Manufacturing	69	27	4
Service	38	58	4
Government	64	33	3
Wholesale, retail	65	27	8
Veteran	65	33	2
Non-veteran	52	42	6
Vets association member	55	43	2

Employers
9b.

TABLE 53: EMPLOYERS
APPROXIMATE NUMBER OF VIETNAM VETERANS HIRED IN LAST YEAR OR SO
(Base: Have hired veterans)

	Total %	East %	South %	Midwest %	West %	Under 20 %	20 to 250 %	Over 250 %	Manufacturing %	Service %	Government %	Wholesale/ Retail %	Veteran %	Non-Veteran %
1 to 5	57	61	56	52	55	84	63	17	41	75	49	58	55	60
6 to 10	13	13	12	10	19	8	15	17	13	15	14	16	11	17
11 to 20	5	4	5	6	8	1	5	10	9	2	3	7	6	5
21 to 30	4	1	5	4	5	-	3	8	9	-	2	2	4	3
31 to 40	2	1	1	2	5	-	2	4	1	2	4	1	2	1
41 to 50	1	1	3	1	1	1	-	3	1	2	3	-	2	-
51 to 100	3	2	3	5	2	-	1	9	4	-	7	3	4	1
101 to 150	1	-	-	3	1	1	-	2	1	-	2	1	1	-
151 to 200	1	1	1	-	-	-	-	2	2	-	1	-	1	-
More than 200	2	2	1	5	1	-	-	8	5	-	4	-	4	1
Not sure	11	14	13	12	3	5	11	20	14	4	11	12	10	12
Median number hired	3	3	3	3	4	2	3	16	6	3	4	3	3	3

Employers
9c.

TABLE 53: EMPLOYERS
APPROXIMATE PERCENT OF EMPLOYER'S WORK FORCE ACCOUNTED FOR BY RECENTLY RETURNED VETERANS
(Base: have hired veterans)

	Total %	East %	South %	Midwest %	West %	Under 20 %	20 to 250 %	Over 250 %	Manu-facturing %	Service %	Gov-ernment %	Whole-sale/ Retail %	Veteran %	Non-Veteran %
Less than 1%	26	27	25	28	21	30	25	20	21	35	18	33	26	28
1%	8	12	4	9	5	9	11	4	6	11	7	10	7	9
2%	7	9	7	8	6	2	12	10	9	9	7	11	7	9
3%	4	4	7	3	3	1	7	6	8	-	4	3	4	4
4%	2	1	2	2	2	1	2	3	2	-	5	1	2	2
5%	7	5	9	6	8	7	9	6	6	9	8	7	7	6
6 to 7%	3	5	-	3	6	2	5	3	4	-	8	-	4	3
8 to 9%	4	4	6	3	3	2	5	3	3	-	5	6	4	3
10 to 14%	9	7	6	8	17	13	6	8	8	9	10	7	10	8
15 to 19%	5	3	5	5	6	7	3	3	3	2	7	4	5	3
20 to 24%	3	2	5	2	2	5	2	1	4	7	2	1	3	2
25% and over	8	7	9	4	14	15	4	4	5	11	8	4	9	7
Not sure	14	14	15	19	7	6	9	29	21	7	11	13	12	16
Median percent of work force	3	2	4	2	6	5	2	2	4	2	5	2	3	2

TABLE 56: EMPLOYERS

EMPLOYERS RATE DIFFERENT CATEGORIES OF VETERANS ON THEIR ON-THE-JOB EFFECTIVENESS

(Base: Have hired veterans)

Positive Ratings*

	Total %	East %	South %	Mid-west %	West %	Under 20 %	20 to 250 %	250 and Over %	Manu-facturing %	Service %	Gov-ernment %	Whole-sale/ Retail %	Veteran %	Non-Veteran %	Have Hired 1 to 5 Vets %	Have Hired More Than Five Vets %
Veterans who were enlisted men	73	72	76	71	76	77	70	72	68	69	75	78	77	67	79	70
Veterans separated from service in the last year or two	68	64	68	73	67	71	62	71	66	58	70	70	72	63	70	73
Veterans who served in Vietnam	66	63	67	68	69	67	64	69	60	59	70	75	70	61	68	69
Veterans separated from the service a few years ago or more	66	63	68	67	64	71	64	61	62	63	64	67	70	59	68	70
Veterans who served in combat areas	63	60	63	67	61	65	59	64	58	61	68	63	68	58	67	64
Veterans who were NCO (senior enlisted)	61	61	63	60	60	65	56	62	54	52	68	60	66	52	64	64
Veterans who served in locations other than Vietnam	61	60	64	60	58	58	62	62	56	58	67	64	63	58	60	65
Veterans who were non rated (junior enlisted men)	59	59	58	60	57	61	52	62	51	56	65	64	62	53	59	62
Veterans who served as technicians in armed forces	57	58	53	59	58	58	51	61	56	52	59	54	59	53	58	59
Veterans who were officers	48	47	49	50	49	47	42	56	47	45	53	44	51	43	46	56

* Positive ratings equal the sum of "excellent" and "pretty good" responses.

TABLE 57: EMPLOYERS
COMPARING VETERANS WITH NON-VETERANS IN SIMILAR JOBS ON SPECIFIC ITEMS
(Base: Have hired veterans)

	Total %	Number of Employees: Under 20 %	20 to 250 %	250 and Over %	Manufacturing %	Service %	Government %	Wholesale/ Retail %	Veteran %	Non-Veteran %	Hired 1 to 5 Veterans %	Hired More Than 5 Veterans %
Willingness to accept responsibility												
Veterans better	41	42	41	41	41	42	39	45	41	38	40	43
Veterans worse	3	4	4	1	2	4	2	2	3	3	4	2
Veterans about the same	50	53	47	50	46	48	57	49	51	51	53	49
Not sure	6	1	8	8	11	6	2	4	5	8	3	6
Leadership ability												
Veterans better	36	39	40	32	31	38	43	37	40	29	37	37
Veterans worse	3	4	3	1	2	–	2	3	2	4	4	2
Veterans about the same	51	52	47	53	52	52	49	52	49	56	52	51
Not sure	10	5	10	14	15	10	6	8	9	11	7	10
Seriousness with which they take the job												
Veterans better	36	41	34	32	37	30	37	37	39	29	37	38
Veterans worse	4	5	6	1	5	4	2	4	3	6	6	3
Veterans about the same	55	52	56	57	50	60	59	55	53	59	55	53
Not sure	5	2	4	10	8	6	2	4	5	6	2	6
Motivation to learn												
Veterans better	35	38	31	37	34	28	35	37	39	27	35	40
Veterans worse	1	2	1	1	–	2	1	2	1	2	1	2
Veterans about the same	59	58	62	54	57	66	60	58	55	65	61	53
Not sure	5	2	6	8	9	4	4	3	5	6	3	5
Attendance on the job												
Veterans better	35	40	33	33	38	40	33	36	36	34	38	34
Veterans worse	3	3	4	1	2	6	2	2	2	5	4	3
Veterans about the same	57	55	57	58	52	50	63	58	58	55	57	57
Not sure	5	2	6	8	8	4	2	4	4	6	1	6

TABLE 57: EMPLOYERS (Continued)
COMPARING VETERANS WITH NON-VETERANS IN SIMILAR JOBS ON SPECIFIC ITEMS

	Total %	Number of Employees: Under 20 %	20 to 250 %	250 and Over %	Manufacturing %	Service %	Government %	Wholesale/ Retail %	Veteran %	Non-Veteran %	Hired 1 to 5 Veterans %	Hired More Than 5 Veterans %
Punctuality												
Veterans better	35	40	31	34	37	40	33	33	36	34	36	37
Veterans worse	2	2	4	1	2	4	2	1	2	3	3	2
Veterans about the same	58	56	58	57	53	52	64	60	58	56	59	55
Not sure	5	2	7	8	8	4	1	6	4	7	2	6
Willingness to cooperate with others												
Veterans better	34	37	33	32	32	26	40	36	36	29	37	34
Veterans worse	2	2	2	-	2	2	-	1	1	3	2	1
Veterans about the same	59	60	59	60	58	66	59	59	59	62	60	59
Not sure	5	1	6	8	8	6	1	4	4	6	1	6
Conscientiousness on the job												
Veterans better	33	39	29	31	34	28	32	36	34	30	35	34
Veterans worse	3	5	4	1	2	-	4	2	3	4	4	3
Veterans about the same	60	55	62	60	57	68	61	59	59	60	60	57
Not sure	4	1	5	8	7	4	3	3	4	6	1	6
General attitude												
Veterans better	32	37	28	31	32	28	33	34	33	29	34	35
Veterans worse	4	5	5	1	2	2	4	3	3	5	3	2
Veterans about the same	60	57	62	61	60	66	62	57	60	61	59	59
Not sure	4	1	5	7	6	4	1	6	4	5	2	4
Willingness to work hard												
Veterans better	32	36	31	29	29	28	30	39	31	30	35	28
Veterans worse	2	3	3	1	2	2	2	2	2	3	3	2
Veterans about the same	61	59	60	61	62	64	64	53	62	60	60	62
Not sure	5	2	6	9	7	6	4	6	5	7	2	8

TABLE 57: EMPLOYERS (Continued)
COMPARING VETERANS WITH NON-VETERANS IN SIMILAR JOBS ON SPECIFIC ITEMS

	Total	Number of Employees			Manufacturing	Service	Government	Wholesale/ Retail	Veteran	Non-Veteran	Hired 1 to 5 Veterans	Hired More Than 5 Veterans
	%	Under 20 %	20 to 250 %	250 and over %	%	%	%	%	%	%	%	%
Reliability												
Veterans better	32	36	30	30	33	33	28	36	32	32	33	33
Veterans worse	2	3	4	1	–	4	3	2	2	3	3	2
Veterans about the same	61	59	61	61	60	57	66	59	62	58	63	58
Not sure	5	2	5	8	7	6	3	3	4	7	1	7
Commitment to the job												
Veterans better	31	39	27	27	30	32	28	31	34	27	33	31
Veterans worse	4	6	5	1	4	2	2	3	4	4	6	2
Veterans about the same	60	53	62	64	58	62	69	60	58	63	59	62
Not sure	5	2	6	8	8	4	1	6	4	6	2	5
Promise for advancement												
Veterans better	29	32	25	28	24	26	32	31	29	27	30	32
Veterans worse	2	2	2	1	–	2	3	1	1	2	2	1
Veterans about the same	61	62	64	59	65	64	61	60	63	61	65	58
Not sure	8	4	9	12	11	8	4	8	7	10	3	9
Ability to get along with other employees												
Veterans better	29	36	27	21	29	34	22	27	27	30	33	24
Veterans worse	2	5	1	–	1	4	–	–	2	2	3	–
Veterans about the same	64	58	67	71	62	58	76	67	66	64	62	69
Not sure	5	1	5	8	8	4	2	6	5	4	2	7
Skills they brought to the job												
Veterans better	25	28	22	22	23	22	24	24	25	25	25	26
Veterans worse	4	5	5	2	4	4	3	3	4	4	5	3
Veterans about the same	62	61	63	64	63	58	68	64	63	60	65	63
Not sure	9	6	10	12	10	16	5	9	8	11	5	8

CHAPTER III

THE DRUG PROBLEM

72-165 O-72—12

After the problem of finding jobs for returning veterans, the question of drug usage among this group ranks high as an area of concern. A substantial portion of the interview was reserved for detailed questioning on this and related subjects.

Dimensions of the Drug Problem: Why Servicemen Take Drugs

The public and veterans were asked on a free-hand basis why they thought servicemen use drugs:

35a Vets
17b Pub.

TABLE 58

MAIN REASONS WHY MANY SERVICEMEN USE DRUGS WHILE IN ARMED FORCES

(Volunteered)

	Total Public %	Total Veterans %
Boredom, something to do, too much free time with nothing to do	16	22
Pressures of war, fear of being killed, gives courage to kill someone	26	19
Means of escape from reality, drugs help them cope with where they are	17	18
Homesick, lonely, depressed, unhappy	21	17
Try something new, different; thrills; thing to do	7	14
Other people do it, friends do it and get their buddies to try it	9	12
It is available, cheap	17	12
Just because they are in the Army; Army life and conditions	2	10
Relieves tensions, helps them relax	8	10
Insecure, personal problems; young, immature	3	8
They don't want to be in Vietnam; against the war, frustrated, don't know what they are fighting for	18	5
Makes them happy, have fun	2	4
Some used it before they went in	2	3
Don't care about anything, no direction in life	1	2
Lack of character	1	2
Rebelling against society, establishment	-	2
Lack of discipline in the Army	1	1
Stupidity	-	1
All other responses	2	2
Don't know	8	6

While both groups mention essentially the same reasons, the differences in emphasis are noteworthy. The servicemen show a somewhat greater tendency to blame boredom, thrill seeking, and the notion that it is part of Army life and personal problems, compared with the public. On the other side, the public cites pressures of war, homesickness, easy availability and frustration of Vietnam to a greater extent than the veterans.

To obtain an added insight into the reasons for drug use, the returning veterans were asked to react to four projective questions:

TABLE 59
STATEMENTS ABOUT USE OF DRUGS IN ARMED FORCES

	Vietnam Era Veterans					
Many servicemen have gone into combat under the influence of marijuana and harder drugs	Total	White	Non-White	Served in Vietnam	Officer	Enlisted
	%	%	%	%	%	%
Agree strongly	36	35	43	42	30	37
Agree somewhat	31	31	33	29	29	31
Disagree somewhat	8	9	5	10	14	8
Disagree strongly	7	7	4	10	9	6
Not sure	18	19	15	9	18	18
Drugs make it easier for enlisted men to tolerate abuse from officers in the armed forces						
Agree strongly	12	10	22	14	5	12
Agree somewhat	24	23	29	26	16	24
Disagree somewhat	17	17	15	17	15	17
Disagree strongly	38	41	20	36	59	37
Not sure	10	9	14	7	5	10
The only way to face the killing and violence of combat is to use drugs						
Agree strongly	4	2	10	4	1	4
Agree somewhat	9	7	18	11	5	9
Disagree somewhat	16	15	19	16	15	16
Disagree strongly	63	68	41	65	74	62
Not sure	8	8	12	4	5	9
Without drugs of some kind, military life would be almost unbearable						
Agree strongly	9	7	21	11	4	9
Agree somewhat	12	12	17	14	11	12
Disagree somewhat	16	16	19	16	14	16
Disagree strongly	59	62	36	56	67	60
Not sure	4	3	7	3	4	3

To two out of three (67%), there is no doubt that men have gone into combat under the influence of some kind of drugs. Among non-whites and servicemen who were in Vietnam, the proportion agreeing with the statement rises to 76% and 71% respectively.

The idea that drugs make it easier for enlisted men to take the abuse officers dish out is rejected by 55 to 36%. Among non-whites opinion runs in the other direction, with the agrees outweighing the disagrees by 51 to 35%.

The third statement, citing use of drugs as an aid to face the killing and violence of combat is overwhelmingly rejected by a margin of six to one (79% to 13%). Among those who have served in Vietnam -- and hence, in combat -- the margin of rejection is similar (81% to 15%). However, among non-whites, while more than half disagree with the statement, the margin of rejection narrows to two to one (60 to 28%).

The last statement -- without drugs military life would be unbearable -- is also rejected out of hand (75 to 21%). Again, the margin of rejection among non-whites is narrower (55 to 38%) than among any other group.

Observation:

In running down the reasons why servicemen use drugs, several interesting conclusions can be drawn. First, it appears that the public is far more willing to conjure up special circumstances explaining this phenomenon -- pressures of war, frustration of being in Vietnam -- than the veterans themselves. The servicemen show a greater likelihood of explaining drug usage as a common, every-day occurrence resulting from boredom and related reasons. Within this context it is interesting -- as seen in the projective statements -- that, while servicemen accept the use of drugs as common in combat situations, they specifically reject the special reasons the public wants to attribute to drug usage.

It is also noteworthy that there is far more acceptance of drug usage for all of the reasons given among non-whites than any other group.

In judging the accessibility of drugs in the armed forces today, the public, veterans and employers all agree on the ease of obtaining marijuana. However, there is disagreement on the accessibility of hard drugs such as heroin:

TABLE 60
JUDGING THE ACCESSIBILITY OF DRUGS IN THE ARMED FORCES TODAY

		Vietnam Era Veterans		
	Total Public	Total	Served in Vietnam	Total Employers
Marijuana	%	%	%	%
Very accessible	74	60	75	71
Somewhat accessible	12	15	12	14
Slightly accessible	4	11	7	3
Not at all accessible	1	8	2	-
Not sure	9	6	4	12
Harder Drugs				
Very accessible	54	30	39	50
Somewhat accessible	22	20	21	25
Slightly accessible	9	16	14	8
Not at all accessible	1	15	7	*
Not sure	14	19	19	17

Although all three groups agree that marijuana is available, there is some disagreement on how easily it can be obtained. Three out of four (74%) of the public, and seven out of ten (71%) of the employers call marijuana "very accessible," compared to three out of five (60%) of total veterans having this opinion. However, servicemen who were in Vietnam view accessibility of pot on a scale similar to the public and employers.

When harder drugs are considered, there is also a difference of opinion. Half of the public and employers think harder drugs are "very accessible" compared with three in ten (30%) of total veterans and 39% of Vietnam veterans who share this view.

Observation:

While admitting that drugs are available, it appears that the public and employers are projecting a more serious problem than what most veterans -- who have the first hand knowledge -- say exists. The next table will add further evidence to buoy this conclusion.

Estimating Drug Usage in the Armed Forces Today

The public, veterans and employers were asked to estimate drug usage among different categories of servicemen:

TABLE 61
ESTIMATING DRUG USAGE IN ARMED FORCES TODAY
(Median Percents)

	Public			Vietnam Era Veterans			Served in Vietnam	Total Employers
	Total	White	Non-White	Total	White	Non-White		
	%	%	%	%	%	%	%	%
Enlisted men using marijuana	39	37	51	21	17	46	37	21
Enlisted men using harder drugs	12	11	23	4	4	9	7	7
Officers using marijuana	14	14	21	1	2	9	3	9
Officers using harder drugs	5	4	11	-	-	2	-	2
Use of marijuana in own unit*				7	8	24	26	
Use of harder drugs in own unit*				-	-	-	2	

*Asked only on veterans' questionnaire

Estimates by the public are higher than those of either the veterans in total or the employers.

The median public estimate of enlisted men on pot is 39%, with the corresponding median estimate for harder drugs being 12%. Among officers, the public estimates usage at almost a third that of enlisted men. Non-whites in the public show estimates which are significantly higher than for whites.

Among Vietnam era veterans, themselves, the median estimate among the total is that 21% of the enlisted men use marijuana. This coincides with the employers' projection. Employers, however, tend to think twice

as many enlisted men are on harder drugs as do the veterans (7% vs. 4%). The feeling about officer usage of marijuana and harder drugs is also higher among employers than total veterans.

Significantly, non-white veterans and those who served in Vietnam evaluate usage of marijuana at significantly higher levels than what total veterans project. The estimates of usage of harder drugs among these two subgroups run at roughly twice the level given by total veterans.

In estimating drug usage in their own unit, the veterans are more conservative -- scaling down their projections significantly from what they estimated for the service in general. In their own unit, the veterans taken as a group estimate usage of marijuana at two thirds below what they projected for the service as a whole. Among non-whites, the "own unit" assessment is roughly half of what they gave for the service as a whole, while for those serving in Vietnam the estimate drops off only one third. For harder drugs, there was virtually no estimated usage within the unit, except among veterans who had served in Vietnam. Here the estimated usage is two thirds below what they had projected for harder drug usage in the service as a whole.

Observation:

The previous table suggests several points, the most important being the extreme sensitivity surrounding the whole question of drug usage in the service today. This is particularly reflected in the veterans' own responses. In projecting drug usage for enlisted men in the service as a whole, the veterans are far freer with their estimates than when they are asked to assess usage in their own units. When it comes close to home, the assessment typically becomes more conservative.

Analyzing the estimates of the public in the previous table supports the idea that the American people imagine a drug situation in the service which may come close to reality in Vietnam, but is exaggerated in seriousness for the rest of the service. Although it is impossible to ascertain from the previous table what the level of drug usage is, if we are to believe the total veterans' most liberal estimates, the conclusion that the American people are misinformed on the subject is a valid one. On the other hand, if drug usage in the service really only refers to Vietnam, then the public's view -- although still exaggerated -- is not so far from the veterans' own assessments.

> In this respect, the findings could be helpful in taking some of the emotionalism out of this subject, and placing public dialogue on a more rational basis.
>
> Finally, the differences between white and non-white responses deserve comment. Earlier in this chapter it was observed that acceptance of drug usage among non-whites was far greater than whites. The findings in the previous table confirm that conclusion.

Further insight into the way veterans view the drug problem in the service was obtained through projective questioning:

TABLE 62
STATEMENTS ABOUT USE OF DRUGS IN ARMED FORCES

Servicemen who use drugs while in the armed forces are likely to continue using them after they return to civilian life	Total	Vietnam Era Veterans		
		White	Non-White	Served in Vietnam
	%	%	%	%
Agree strongly	42	46	33	39
Agree somewhat	40	39	42	38
Disagree somewhat	9	8	12	13
Disagree strongly	3	2	6	4
Not sure	6	5	7	6
The press has been exaggerating the use of drugs in the armed forces because it is really not as serious as all that				
Agree strongly	15	15	20	18
Agree somewhat	22	22	22	21
Disagree somewhat	21	21	19	21
Disagree strongly	29	29	25	29
Not sure	13	13	14	11
Most men who use drugs in the service were users before they entered				
Agree strongly	9	9	10	10
Agree somewhat	25	25	23	25
Disagree somewhat	24	24	25	22
Disagree strongly	33	33	37	36
Not sure	9	9	5	7
Many servicemen don't get drugs until they return home and have to readjust to civilian life				
Agree strongly	3	2	6	3
Agree somewhat	11	9	17	9
Disagree somewhat	25	25	24	23
Disagree strongly	48	52	40	56
Not sure	13	12	13	9

Overwhelming majorities agree that men using drugs in the armed forces are likely to continue use after returning home.

In evaluating the role of the press in publicizing the use of drugs in the service, one in two (50%) disagree that coverage has been exaggerated. Among non-whites, opinion is evenly divided (42% agree, 44% disagree).

More than half of all groups reject the idea that most drug users in the service were users before they entered. By even greater margins -- approaching five to one -- veterans reject out of hand the idea that servicemen do not get drugs until they return home and have to face the rigors of readjustment.

Observation:

The first and third statements in the previous table have far-reaching implications. The overwhelming acceptance of the idea that drug users in the service will be drug users at home strikes directly at the drug education, prevention and cure programs being run by the armed forces. Although this subject will be treated in greater depth later in this chapter, the implication here is that veterans do not feel these programs are effective. If this is true, the armed services' drug problem is destined to continue to feed and extend the larger society's drug problem.

The disagreement by more than half of the servicemen with the statement that most men on drugs in the service were users before they entered indicates that veterans blame the service experience for introducing drug users to drugs. This is a serious accusation, which will be put to the test in the next few pages.

Admitted Drug Usage

Recognizing the extreme sensitivity surrounding the subject of drugs, an object of the research was to obtain some measure of the kind and frequency of usage. One method, already reported, asked veterans to estimate the number of enlisted men in the service, officers in the service and men in their own unit who were on marijuana and harder drugs.

Another method was use of the "private ballot". Here all veterans were handed a form listing 18 kinds of drugs, from marijuana to heroin. There was some overlap in that drugs known by more than one name (the technical and popular name) had both the names listed separately. This allowed veterans the widest choice in responding -- ensuring that no drugs were left out.

They were asked to fill out the form based on their personal experiences: which drugs (if any) had they used before entering the service; which did they use in the service; which did they use after returning home. After completing the form, the veterans were requested to place it in an envelope which they were to seal before giving it back to the interviewer. The veterans were asked not to write any kind of identification on the form, and were further guaranteed that the results could not and would not ever be traced back to them.

Given these assurances, out of the 2,003 veterans interviewed for this study, 1,949 completed the form. The next table summarizes the results of the ballot:

TABLE 63
ADMITTED DRUG USAGE BY VETERANS BEFORE, DURING AND AFTER THE SERVICE

	Vietnam Era Veterans		
	Drugs Used Before Entering Service	Drugs Used in Service	Drugs Used Since Returning Home
	%	%	%
Total Users**	17	32	26
Marijuana	14	29	23
Hashish	5	10	9
Heroin	1	2	2
Opium	1	5	2
Morphine	1	2	1
Cocaine	1	2	2
Speed	3	6	5
Pep pills	3	4	3
LSD	2	4	4
Barbiturates	2	4	3
Sedatives, tranquilizers	2	4	4
Mescaline	2	3	4
Sleeping pills	2	3	3
Amphetamines	1	4	3
Peyote	1	1	1
Methamphetamines	1	1	1
DMT	1	1	1
STP	1	1	*
None	83	68	74

* Less than 1/2 of 1%.

** Some drugs were listed by more than one name -- the technical and the popular. This permitted all users to be counted.

Since there was no identification of individual ballots, sub-sample analysis is impossible to perform. The total statistics shown in the previous cable , however, are enlightening even without the finer breakdowns.

Nearly one in five (17%) admitted to using some kind of drugs before entering the service. Marijuana was the most popular drug, followed by hashish a distant second, with speed and pep pills tied for third.

Once in the armed forces, admitted drug users almost double, to one out of three (32%). Usage of marijuana doubles from its pre-service level, as does hashish. Use of LSD, barbiturates and sedatives/ tranquilizers also doubles from the before-service usage patterns. Usage of opium increased from 1 to 5%, while amphetamines went from 1 to 4%.

After returning home, continued drug usage was admitted by 26% of the returning veterans, a drop from the in-service levels, but still greater than those using drugs before their time in the armed forces. Marijuana and hashish were still the most popular drugs, with speed coming in third. LSD, sleeping pills, cocaine and heroin showed usage at the same level as during the service, while opium fell off substantially.

Observation:

On the basis of admitted drug usage, the results of the secret ballot show a net gain of almost 100%, comparing in-service users with before-service users (32% and 17% respectively). The number of men who were first introduced to drugs in the service was actually higher than the net increase. This will be shown in the next table.

After returning home, the proportion of total drug users did drop back, but to nowhere near the level it had been prior to the service. On the basis of these statistics, the conclusion can be drawn that after the service drug usage was up by 50% from its pre-service level among admitted drug users.

One other conclusion drawn from the previous table is that the drug problem in the miliary does involve hard drugs to some extent, but is mainly a "pot" and "hash" problem.

Special analyses of these men who were introduced to drugs in the service but who had not taken them before, and those who were introduced to drugs at home but had not taken them in service, points up these findings:

Table 64
COMPARING DRUG USERS INTRODUCED TO DRUGS IN THE SERVICE WITH THOSE FIRST INTRODUCED TO DRUGS ON RETURNING HOME

	Vietnam Era Veterans	
	Introduced to drugs in the service (new users)	Introduced to drugs after returning home (new users)
	%	%
Total	23	12
Marijuana	16	5
Hashish	6	3
Speed	4	2
Pep pills	3	2
LSD	3	2
Barbiturates	3	1
Sedatives, tranquilizers	3	2
Mescaline	2	3
Sleeping pills	2	2
Amphetamines	3	1
Cocaine	2	1
Heroin	1	1
Peyote	1	1
Morphine	1	*
Methamphetamines	1	*
DMT	*	*
Opium	4	1
STP	1	*

Among those introduced to drugs in the service, marijuana was the overwhelming first choice, followed by hashish and speed.

Considering the returning veterans who first started on drugs after returning home, marijuana still occupies first place, but the spread between it and hashish is only two points (compared with ten points for those introduced to drugs in the service).

Observation:

The previous table shows that 23% of the veterans were classified as "new drug users", meaning they were first introduced to drugs in the service. This is a gross number. In order to get from the 17% who used drugs before they went into the service to the 32% who were using it in the service, the following computations have to be made:

Starting with the 17% pre-service drug users, add 23% who were first introduced to drugs in the service, but then subtract out the 8% who were using drugs before but did not use them in the service. This yields the 32% total admitted drug users in the service.

The previous tables on admitted drug usage suggest that, from the standpoint of being introduced to drugs, twice as many men first come in contact with drugs in the service as do so back home. In other words, it would be a legitimate conclusion to call the military a breeder of drug use.

However, looking more closely at the kind of drugs used shows that men in the service gravitated to marijuana to a greater extent than anything else. Among those introduced to drugs at home, marijuana was also most popular, but the preference for pot over the other drugs was less pronounced than it was in the service.

All of this suggests that, to the Vietnam era veterans, pot -- and to some extent hashish -- are in a class by themselves, with hard drugs as a group trailing far behind in popularity and use. This is strong evidence that the veterans do in fact make a distinction between pot and the so-called hard drugs.

Frequency of Usage

The secret ballot also provided information about frequency of drug usage. Due to the small statistical bases involved, it was possible to perform this kind of analysis for users of marijuana and hashish only:

TABLE 65
FREQUENCY OF USAGE

	Vietnam Era Veterans		
	Before entering the service	During the service	Since returning home
	%	%	%
Marijuana			
Once or twice	32	28	31
Occasionally	50	41	44
Regularly	18	31	25
Hashish			
Once or twice	28	18	26
Occasionally	55	55	51
Regularly	17	27	23

Among marijuana smokers, before entering the service half called themselves occasional users, with one in three (32%) smoking once or twice, and the remainder (18%) indulging regularly.

Comparing the after-the-service frequency of use with the "before" statistics finds those who smoked once or twice remaining at about the pre-service level. The change has apparently been with the occasional smokers becoming regular users.

A similar pattern holds for hashish users.

Observation:

To the extent that marijuana and hashish are representative of all drugs, the findings in the previous table point to the fact that, among drug users, there has been a lasting increase in frequency of use after the service.

Military vs. Civilian Drug Problem

The public, returning Vietnam veterans and employers were asked to compare the drug problem in the military with the drug problem in American society as a whole:

TABLE 66
COMPARING DRUG PROBLEM IN MILITARY
WITH THAT IN AMERICAN SOCIETY AS A WHOLE

	Public						Vietnam Era Veterans							Total Empl.
	Total	White	Non-White	18-29	30-49	50+	Total	White	Non-White	18-24	25-29	30-34	35+	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
More serious in military	20	19	26	21	26	18	27	27	25	29	26	21	20	25
Less serious in military	22	22	22	23	22	22	25	25	29	25	25	21	32	17
About as serious	52	53	42	54	48	51	43	44	38	42	44	52	38	52
Not sure	6	6	10	2	4	9	5	4	8	4	5	6	10	6

Within the public, one in two (52%) say the military drug problem is about as serious as that of American society as a whole. Among the remainder, opinion is at a standoff.

Among veterans, there is also a standoff, with a plurality seeing the military drug problem in similar terms to that of the larger society. The one exception is among veterans 35 and over where, by a margin of 32 to 20% opinion is in the direction that the drug problem is less serious in the military.

One other aspect of the drug problem in the military is the alleged reluctance of employers to hire veterans out of fear that they might be on drugs. This proposition was tested directly:

TABLE 67
"MANY EMPLOYERS FEEL IT IS A RISK TO HIRE VETERANS BECAUSE THEY CAN'T TELL IF THEY MIGHT BE ON DRUGS"

	Total Public %	Total Veterans %	Total Employers %
Agree strongly	9	10	3
Agree somewhat	24	16	15
Disagree somewhat	27	23	25
Disagree strongly	31	38	51
Not sure	9	13	6

Among all three groups the idea is rejected by comfortable majorities. Perhaps most important, among employers the margin of rejection is better than four to one (76 - 18%), compared to better than two to one (61-26%) for the veterans and less than two to one (58-33%) for the public.

Observation:

The findings presented in the last few tables show that, while the drug problem in the military is admittedly serious, the American people, veterans and employers see it as an aspect of the larger problem in society rather than as being something distinct. It follows from this attitude that employers particularly do not feel it is a risk to hire veterans out of fear that they might be on drugs any more than they run the same risk in considering any job applicant.

The Military's Drug Education and Prevention Program

In assessing the drug education and prevention program run by the military, the public is far more willing to give high marks than the veterans:

TABLE 68
RATING THE MILITARY'S DRUG EDUCATION AND PREVENTION PROGRAM

	Public			Vietnam Era Veterans			Served in Vietnam
	Total %	White %	Non-White %	Total %	White %	Non-White %	%
Very effective	8	7	12	8	8	10	7
Somewhat effective	35	36	31	23	22	28	23
Only slightly effective	29	29	28	25	25	23	25
Not at all effective	11	11	9	25	25	21	29
Not sure	17	17	20	19	20	18	16

With 43% seeing the program in effective terms ("very" or "somewhat effective"), and 40% calling it not effective ("slightly" or "not at all effective"), the public by a narrow margin assesses the military's drug education and prevention program in a positive light. However, among veterans, opinion is solidly in the other direction. By a margin of 50 to 31%, the returning servicemen judge the military's program not effective.

Observation:

The veterans make no bones about their feeling that the drug education and prevention program of the military has a long way to go before it can be called effective. The fact that opinion among the public is so evenly split also suggests that there are a great many people who feel a lot more can and should be done by the military in drug education and prevention.

Punishment

The public and veterans were asked if they thought servicemen caught using drugs should be punished or not:

TABLE 69
FEELING ABOUT WHETHER SERVICEMEN
CAUGHT USING DRUGS SHOULD BE PUNISHED

	Public			Vietnam Era Veterans			Served in Vietnam
	Total %	White %	Non-White %	Total %	White %	Non-White %	%
Feel servicemen caught using marijuana should be punished	39	40	37	49	52	31	48
Feel servicemen caught using heroin should be punished	50	50	50	64	66	50	65

The public's attitudes toward offending servicemen is more lenient than that of the veterans. While two out of five (39%) of the public feel marijuana offenders should be punished if caught, among the veterans half (49%) have this view.

For heroin users, half of the public feel offenders should be punished compared with nearly two out of three (64%) of the veterans recommending this course of action.

Among the public there is little difference between white and non-white responses. However, among veterans significantly fewer non-whites recommend punishment than whites for either marijuana or heroin offenses.

Treatment

Both the public and veterans were asked their opinions about the armed forces policy of not discharging heroin users until they have been treated. Reaction was overwhelmingly favorable:

TABLE 70
ASSESSING ARMED FORCES POLICY OF NOT
RELEASING HEROIN USERS UNTIL THEY HAVE BEEN TREATED

	Total Public %	Total Veterans %
Favor	94	90
Oppose	3	7
Not sure	3	3

The veterans were also asked about alternative facilities for drug treatment: "If you were in need of drug treatment, where would you be most likely to go -- a private clinic, a private doctor, a VA hospital, a VA drug treatment center, a city or state sponsored center, or where?"

TABLE 71
WHERE VETERANS WOULD MOST
LIKELY GO IF NEEDED DRUG TREATMENT

	Vietnam Era Veterans		
	Total %	White %	Non-White %
Private doctor	28	29	19
VA hospital	23	22	31
VA drug treatment center	20	19	27
City/state sponsored center	9	9	10
Private clinic	9	10	4
Other	2	3	2
Not sure	12	12	11

Note: Totals come to more than 100% as some veterans gave more than one response.

Among total veterans, the private doctor emerges in first place, followed by the two VA facilities -- the hospitals and the drug treatment centers -- coming in second and third. This ranking is on the strength of white veterans' choices. Among non-whites, the VA hospital is first choice, with the VA drug treatment center second. The private doctor is chosen third, by 19% of the non-white veterans.

Both the public and veterans were asked to evaluate the treatment offered at VA drug treatment centers:

TABLE 72
ASSESSING EFFECTIVENESS OF
TREATMENT AT VA DRUG TREATMENT CENTERS

	Public			Vietnam Era Veterans		
	Total %	White %	Non-White %	Total %	White %	Non-White %
Effective	38	38	40	24	22	32
Not effective	11	11	14	10	10	12
Not sure	51	51	46	66	68	56

While half of the public and two thirds of the veterans did not know, among those making a judgment the VA drug treatment centers are seen as doing an effective job. The public appears to be more convinced about the effectiveness of the job being done than veterans. Among veterans, the non-whites are significantly more impressed with these centers than the whites.

Observation:

Considering the fact that at the time of interviewing the VA drug treatment centers were few in number and really only starting their program, the high proportion of "not sure" responses is not surprising. Among those making a judgment one way or the other, it appears that general attitudes towards the VA have more to do with the reputation than specific knowledge of the drug treatment centers.

Two more questions about the VA drug treatment centers were directed only at veterans, who were asked to respond on the basis of "what you know or have heard from friends." Generally, the reception given veterans, and the people running the drug treatment centers receive high marks from those veterans having an opinion:

TABLE 73
EVALUATING VA DRUG TREATMENT CENTERS

	Vietnam Era Veterans		
	Total	White	Non-white
	%	%	%
Reception given veterans			
Friendly	23	21	32
Not friendly	8	8	11
Not sure	69	71	57
People who run drug centers			
Sympathetic to problems of returning servicemen	30	29	36
Not sympathetic	12	11	14
Not sure	58	60	50

Observation:

It is noteworthy that, despite the great sensitivity surrounding the whole subject, and the large proportion of veterans who did not know, the VA comes out extremely well in providing effective, friendly and sympathetic treatment at its centers. This is particularly true among non-whites who apparently depend on the VA centers to a greater extent than whites, and have had more experience with them.

These ratings of the VA facilities are even more telling when compared against the public's and veterans' ratings of the military drug education and prevention program. The public and veterans are not reticent in calling a program ineffective, if that is the way they see it.

Apparently a distinction has been drawn between the VA drug treatment centers and the military's drug education and prevention programs, with the result being positive for the VA.

APPENDIX

CHAPTER III

36b.

TABLE 59: VETERANS
MANY SERVICEMEN HAVE GONE INTO
COMBAT UNDER THE INFLUENCE OF MARIJUANA AND HARDER DRUGS

	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	36	31	8	7	18
East	37	33	9	5	16
South	35	32	6	7	20
Midwest	35	32	11	7	15
West	38	26	8	6	22
Cities	37	30	10	6	17
Suburbs	38	31	7	7	17
Towns	37	32	9	5	17
Rural	32	32	8	8	21
White	34	31	9	7	19
Non-white	43	33	5	4	15
Army	38	31	9	7	15
Navy	33	31	7	6	23
Air Force	28	32	6	6	28
Marines	40	32	8	8	12
Served in Vietnam	42	29	10	10	9
Served in other Asia	31	35	10	4	20
Served in Europe	33	32	6	2	27
Served only in U.S.	32	34	5	3	26
Officer	3[illegible]	29	14	9	18
Enlisted	3[illegible]	31	8	6	18
18 to 24	41	31	8	7	13
25 to 29	33	30	8	6	23
30 to 34	26	40	9	4	21
35 and over	19	30	10	13	28
Non-high school graduate	46	28	9	6	11
High school graduate	35	32	8	7	18
Some college, 2 year graduate	35	29	9	6	21
4 year graduate, post graduate	27	39	10	4	20

TABLE 59: VETERANS
DRUGS MAKE IT EASIER FOR ENLISTED
MEN TO TOLERATE ABUSE FROM OFFICERS IN THE ARMED FORCES

	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	12	24	17	37	10
East	12	27	17	34	10
South	13	18	14	43	12
Midwest	11	26	19	37	7
West	13	22	18	36	11
Cities	17	28	14	33	8
Suburbs	9	25	21	35	10
Towns	9	25	16	41	9
Rural	11	16	18	43	12
White	10	23	17	41	9
Non-white	22	29	15	20	14
Army	13	26	18	33	10
Navy	9	21	17	44	9
Air Force	7	17	15	50	11
Marines	16	23	14	38	9
Served in Vietnam	14	26	17	36	7
Served in other Asia	9	17	19	45	10
Served in Europe	9	23	18	35	15
Served only in U.S.	10	27	18	33	12
Officer	5	16	15	59	5
Enlisted	12	24	17	37	10
18 to 24	17	26	19	30	8
25 to 29	8	23	16	42	11
30 to 34	5	22	14	46	13
35 and over	2	9	5	73	11
Non-high school graduate	19	25	14	33	9
High school graduate	12	23	16	38	11
Some college, 2 year graduate	11	24	18	38	9
4 year graduate, post graduate	5	25	20	43	7

36e.

TABLE 59: VETERANS
THE ONLY WAY TO FACE THE
KILLING AND VIOLENCE OF COMBAT IS TO USE DRUGS

	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	4	9	16	63	8
East	4	11	20	57	8
South	3	8	13	66	10
Midwest	5	7	16	65	7
West	3	10	16	63	8
Cities	5	13	18	55	9
Suburbs	4	10	18	61	7
Towns	2	6	14	68	10
Rural	2	5	12	73	8
White	2	7	15	68	8
Non-white	10	18	19	41	12
Army	5	10	17	60	8
Navy	1	7	14	68	10
Air Force	2	6	15	68	9
Marines	4	10	14	66	6
Served in Vietnam	4	11	16	65	4
Served in other Asia	3	5	14	67	11
Served in Europe	4	5	18	59	14
Served only in U.S.	4	9	19	54	14
Officer	1	5	15	74	5
Enlisted	4	9	16	62	9
18 to 24	5	11	17	59	8
25 to 29	2	8	16	64	10
30 to 34	1	5	14	74	6
35 and over	-	-	7	90	3
Non-high school graduate	8	10	16	61	5
High school graduate	3	9	16	63	9
Some college, 2 year graduate	3	8	16	64	9
4 year graduate, post graduate	1	10	16	65	8

36d.

TABLE 59: VETERANS
WITHOUT DRUGS OF SOME KIND,
MILITARY LIFE WOULD BE ALMOST UNBEATABLE

	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	9	12	16	59	4
East	11	15	19	51	4
South	7	10	14	64	5
Midwest	8	12	16	62	2
West	10	15	16	56	3
Cities	14	15	17	49	5
Suburbs	7	16	17	58	3
Towns	6	10	13	68	3
Rural	6	7	15	69	3
White	7	12	16	62	3
Non-white	21	17	19	36	7
Army	11	14	18	54	3
Navy	6	12	13	65	4
Air Force	5	4	13	75	3
Marines	10	15	14	57	4
Served in Vietnam	11	14	16	56	3
Served in other Asia	8	8	17	62	5
Served in Europe	7	10	16	64	3
Served only in U.S.	8	14	18	57	3
Officer	4	11	14	67	4
Enlisted	9	12	16	60	3
18 to 24	13	15	19	49	4
25 to 29	6	11	14	65	4
30 to 34	2	10	14	73	1
35 and over	-	1	6	90	3
Non-high school graduat	16	16	13	54	1
High school graduate	9	12	16	58	5
Some college, 2 year graduate	9	11	16	61	3
4 year graduate, post graduate	4	14	20	60	2

13a&b

TABLE 60: PUBLIC
JUDGING ACCESSIBILITY OF DRUGS IN ARMED FORCES TODAY

	Total %	East %	South %	Mid-west %	West %	Cities %	Suburbs %	Towns %	Rural %	18 to 29 %	30 to 49 %	50 and Over %	8th Grade or Less %	High School %	College %	Under $5,000 %	$5,000 to $9,999 %	$10,000 to $14,999 %	$15,000 and Over %	White %	Non-White %
Marijuana																					
Very accessible	74	74	70	75	84	74	79	71	71	81	81	70	63	72	85	69	71	85	79	77	59
Somewhat accessible	12	11	12	14	9	12	10	14	13	14	9	12	13	13	10	11	12	10	13	12	14
Only slightly accessible	4	5	5	3	3	6	3	3	4	3	3	5	6	5	2	6	5	2	3	3	10
Not at all accessible	1	1	1	1	*	1	1	1	1	*	*	1	2	1	*	2	1	*	*	1	2
Not sure	9	9	12	7	4	7	7	11	11	2	7	12	16	9	3	12	11	3	5	7	15
Harder Drugs																					
Very accessible	54	52	51	56	58	56	57	49	50	55	61	51	44	54	59	48	51	64	55	56	42
Somewhat accessible	22	21	21	22	23	21	21	25	22	26	24	19	18	20	28	20	21	21	28	22	22
Only slightly accessible	9	11	10	7	9	10	8	9	10	12	6	9	10	10	7	9	11	8	7	9	11
Not at all accessible	1	1	2	2	1	1	2	1	2	1	1	2	2	2	*	3	2	*	*	1	3
Not sure	14	15	16	13	9	12	12	16	16	6	8	19	26	14	6	20	15	7	10	12	22

29a,b

TABLE 60: VETERANS
JUDGING ACCESSIBILITY OF DRUGS IN ARMED FORCES TODAY

	Marijuana					Harder Drugs				
	Very Accessible	Somewhat Accessible	Only Slightly Accessible	Not at All Accessible	Not Sure	Very Accessible	Somewhat Accessible	Only Slightly Accessible	Not at All Accessible	Not Sure
	%	%	%	%	%	%	%	%	%	%
Total	60	15	11	8	6	30	20	16	15	19
East	61	15	11	7	6	31	22	15	14	18
South	57	17	12	8	6	28	19	18	15	20
Midwest	61	14	10	9	6	28	21	17	16	18
West	58	14	12	10	6	32	19	15	14	20
Cities	59	14	11	10	6	33	18	14	16	19
Suburbs	59	15	11	8	7	30	23	14	16	17
Towns	56	17	14	7	6	25	19	22	14	20
Rural	59	16	10	9	6	30	21	17	13	19
White	59	15	11	9	6	29	21	17	15	18
Non-white	61	17	12	5	5	35	18	14	11	22
Length of Service										
6 months to 2 years	72	12	6	5	5	37	22	14	9	18
2 to 4 years	59	16	11	8	6	29	21	16	15	19
Over 4 years	46	16	16	14	8	27	18	18	19	18
Separation										
Less than 1 year	76	14	6	1	3	45	21	16	4	14
1 to 3 years	65	16	9	5	5	32	22	16	11	19
Over 3 years	31	15	20	23	11	18	14	16	31	21
Army	66	13	9	7	5	34	20	15	13	18
Navy	48	20	14	9	9	27	19	19	15	20
Air Force	45	18	13	17	7	23	19	16	24	18
Marines	63	13	14	4	6	29	23	18	11	19
Served in Vietnam	75	12	7	2	4	39	21	14	7	19
Served in other Asia	57	18	8	9	8	30	20	15	14	21
Served in Europe	40	18	16	16	10	17	21	20	25	17
Served only in U.S.	44	19	17	14	6	21	20	18	22	19
Officer	61	16	14	7	2	30	26	16	19	9
Enlisted	59	15	11	9	6	30	20	16	15	19
Drafted	66	14	9	6	5	32	21	16	12	19
Volunteered	54	16	13	10	7	29	20	16	16	19
18 to 24	72	15	6	3	4	36	22	15	8	19
25 to 29	48	16	16	13	7	24	19	18	21	18
30 to 34	33	16	19	21	11	18	17	18	30	17
35 and over	38	15	19	16	12	28	13	19	20	20
Non-high school graduate	64	12	6	11	7	38	14	10	16	22
High school graduate	57	16	11	9	7	31	18	16	15	20
Some college, 2 year graduate	61	14	11	8	6	27	23	18	14	18
4 year graduate, post graduate	55	18	17	8	2	26	31	18	14	11

19a.

TABLE 60: EMPLOYERS
JUDGING THE ACCESSIBILITY OF DRUGS IN ARMED FORCES TODAY

	Marijuana				
	Very Accessible %	Somewhat Accessible %	Only Slightly Accessible %	Not At All Accessible %	Not Sure %
Total	71	14	3	-	12
East	71	11	3	-	15
South	74	16	3	-	7
Midwest	66	16	3	-	15
West	78	10	1	-	11
Number of Employees					
Under 20	74	13	2	-	11
20 to 250	73	14	3	-	10
Over 250	64	16	3	-	17
Veteran	72	14	4	-	10
Non-veteran	71	13	1	-	15
Have not hired vets	72	14	1	-	13
Have hired 1 to 5 vets	76	12	3	-	9
Have hired more than 5 vets	71	15	2	-	12

	Harder Drugs				
	Very Accessible %	Somewhat Accessible %	Only Slightly Accessible %	Not At All Accessible %	Not Sure %
Total	50	25	8	*	17
East	48	21	9	1	21
South	57	23	10	-	10
Midwest	43	30	6	*	21
West	57	23	6	-	14
Number of Employees					
Under 20	53	22	7	*	18
20 to 250	48	28	8	1	15
Over 250	41	29	10	1	19
Veteran	49	26	10	*	15
Non-veteran	52	23	5	-	20
Have not hired vets	53	20	8	*	19
Have hired 1 to 5 vets	50	29	7	-	14
Have hired more than 5 vets	46	25	10	1	18

11a, 11b,
12a, 12b

TABLE 61: PUBLIC
ESTIMATING DRUG USAGE IN ARMED FORCES TODAY
(Median %)

	Use Of Marijauna Among Enlisted Men (Median %)	Use of Harder Drugs Among Enlisted Men (Median %)	Use of Marijauna Among Officers (Median %)	Use of Harder Drugs Among Officers (Median %)
Total	39	12	14	5
East	44	14	19	4
South	36	14	12	5
Midwest	29	10	12	4
West	41	11	10	3
Cities	45	16	16	6
Suburbs	35	12	12	4
Towns	39	12	11	4
Rural	30	11	11	3
Male	29	9	10	3
Female	44	16	17	5
18 to 29	52	17	20	6
30 to 49	41	12	12	4
50 and over	27	11	10	4
Veteran	24	9	9	3
Non-veteran	41	14	12	4
Member vets organization	27	10	9	3
8th grade or less	27	15	11	5
High school	40	13	14	5
College	40	11	12	3
White	37	11	14	4
Non-white	51	23	21	11

27 a,b,c,d 28 a,b

Table 61: VETERANS
ESTIMATING DRUG USAGE IN ARMED FORCES TODAY
(Median %)

	Use of Marijuana Among Enlisted Men (Median %)	Use of Harder Drugs Among Enlisted Men (Median %)	Use of Marijuana in Own Unit (Median %)	Use of Harder Drugs in Own Unit (Median %)	Use of Marijuana Among Officers (Median %)	Use of Harder Drugs Among Officers (Median %)
Total	21	4	7	-	1	-
East	26	6	11	1	2	-
South	14	4	4	1	1	-
Midwest	15	4	6	1	1	-
West	20	4	10	1	2	-
Cities	25	5	14	1	2	-
Suburbs	20	4	9	1	1	-
Towns	17	3	4	1	1	-
Rural	14	4	5	1	-	-
White	17	4	7	-	1	-
Non-white	46	9	24	-	9	2
Length of Service						
6 months to 2 years	43	8	30	2	5	-
2 to 4 years	24	5	13	1	2	-
Over 4 years	3	1	-	1	-	-
Separation						
Less than 1 year	45	11	37	4	7	1
1 to 3 years	26	5	42	1	2	-
Over 3 years	2	1	-	1	-	-
Army	26	5	15	1	2	-
Navy	10	3	2	1	-	-
Air Force	4	2	-	1	-	-
Marines	26	5	12	1	1	-
Served in Vietnam	37	7	26	2	3	-
Served in other Asia	10	3	3	1	-	-
Served in Europe	7	2	1	1	-	-
Served only in U.S.	12	4	2	1	-	-
Officer	13	4	7	1	1	-
Enlisted	21	4	7	1	1	-
Drafted	28	5	15	1	2	-
Volunteered	15	4	5	1	1	-
18 to 24	42	9	27	3	5	-
25 to 29	8	2	1	1	-	-
30 to 34	4	1	-	1	-	-
Over 35	2	1	-	1	-	-
Non-high school graduate	34	8	20	1	3	-
High school graduate	20	4	7	1	1	-
Some college, 2 year graduate	20	4	7	1	1	-
4 year graduate, post graduate	14	4	6	1	1	-

TABLE 61: EMPLOYERS
ESTIMATING DRUG USAGE IN ARMED FORCES TODAY
(Median %)

	Use of Marijuana Among Enlisted Men (Median %)	Use of Harder Drugs Among Enlisted Men (Median %)	Use of Marijuana Among Officers (Median %)	Use of Harder Drugs Among Officers (Median %)
Total	21	7	9	2
East	26	9	11	2
South	16	7	7	2
Midwest	14	5	6	2
West	21	7	6	2
Number of Employees				
Under 20	21	7	6	2
20 to 250	22	9	5	2
Over 250	14	5	3	2
Manufacturing	19	7	7	2
Service	27	9	11	5
Government	15	6	5	2
Wholesale, retail	19	7	7	2
Veteran	16	6	5	2
Non-veteran	24	9	10	2
Have not hired vets	22	7	10	2
Have hired 1 to 5 vets	19	7	6	2
Have hired more than 5 vets	16	5	3	2
Vets association member	15	5	5	2

TABLE 62: VETERANS
SERVICEMEN WHO USE DRUGS WHILE IN THE ARMED FORCES
ARE LIKELY TO CONTINUE USING THEM AFTER THEY RETURN TO CIVILIAN LIFE

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Not Sure
	%	%	%	%	%
Total	42	40	9	3	6
East	38	44	8	3	7
South	44	39	8	3	6
Midwest	43	39	11	3	4
West	50	36	6	3	5
Cities	41	39	11	4	5
Suburbs	46	39	7	3	5
Towns	41	41	9	3	6
Rural	42	40	9	2	7
White	46	39	8	2	5
Non-white	33	42	12	6	7
Army	43	39	10	3	5
Navy	46	40	5	2	7
Air Force	37	46	9	1	7
Marines	45	33	10	3	9
Served in Vietnam	39	38	13	4	6
Served in other Asia	45	40	8	2	5
Served in Europe	46	39	7	*	8
Served only in U.S.	46	40	7	1	6
Officer	44	37	9	3	7
Enlisted	42	40	9	3	6
18 to 24	40	40	11	3	6
25 to 29	47	39	7	2	5
30 to 34	43	45	6	2	4
35 and over	45	33	8	2	12
Non-high school graduate	44	36	11	4	5
High school graduate	42	39	9	3	7
Some college, 2 year graduate	44	41	8	2	5
4 year graduate, post graduate	40	46	8	1	5

36f.

TABLE 62: VETERANS
THE PRESS HAS BEEN EXAGGERATING THE USE OF DRUGS IN THE ARMED FORCES BECAUSE IT IS REALLY NOT AS SERIOUS AS ALL THAT

	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	15	22	21	29	13
East	11	22	21	32	14
South	18	21	19	27	15
Midwest	19	24	20	28	9
West	12	21	23	32	12
Cities	17	24	20	28	11
Suburbs	15	18	24	30	13
Towns	16	25	18	29	12
Rural	14	22	20	29	15
White	15	22	21	29	13
Non-white	20	22	19	25	14
Army	16	20	21	31	12
Navy	16	24	20	25	15
Air Force	14	27	16	30	13
Marines	12	22	23	28	15
Served in Vietnam	18	21	21	29	11
Served in other Asia	12	24	19	32	13
Served in Europe	12	19	26	27	16
Served only in U.S.	12	23	20	30	15
Officer	18	25	20	25	12
Enlisted	15	22	21	29	13
18 to 24	15	21	22	32	10
25 to 29	14	24	21	26	15
30 to 34	19	19	20	24	18
35 and over	30	22	9	22	17
Non-high school graduate	18	18	16	36	12
High school graduate	15	23	20	28	14
Some college, 2 year graduate	16	21	22	28	13
4 year graduate, post graduate	11	28	26	26	9

36a.

TABLE 62: VETERANS
MOST MEN WHO USE DRUGS WHILE IN
THE SERVICE WERE DRUG USERS BEFORE THEY ENTERED

	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	9	25	24	33	9
East	7	24	27	33	9
South	10	23	26	29	12
Midwest	9	26	24	36	5
West	14	26	17	35	8
Cities	11	24	23	35	7
Suburbs	9	25	24	32	10
Towns	7	26	24	34	9
Rural	10	25	26	30	9
White	9	25	24	33	9
Non-white	10	23	25	37	5
Army	10	24	24	35	7
Navy	8	26	25	32	9
Air Force	8	27	25	26	14
Marines	10	24	23	33	10
Served in Vietnam	10	25	22	36	7
Served in other Asia	9	28	25	28	10
Served in Europe	9	29	27	22	13
Served only in U.S.	9	26	25	31	9
Officer	11	20	31	27	11
Enlisted	9	25	24	33	9
18 to 24	9	25	24	37	5
25 to 29	9	25	26	29	11
30 to 34	8	25	25	26	16
35 and over	17	20	19	24	20
Non-high school graduate	11	25	19	37	8
High school graduate	10	25	23	34	8
Some college, 2 year graduate	10	24	27	29	10
4 year graduate, post graduate	4	25	30	32	9

36g.

TABLE 62: VETERANS
MANY SERVICEMEN DON'T GET DRUGS
UNTIL THEY RETURN HOME AND HAVE TO READJUST TO CIVILIAN LIFE

	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	3	11	25	48	13
East	3	10	29	47	11
South	3	10	23	51	13
Midwest	2	12	23	52	11
West	3	11	22	53	11
Cities	4	13	25	45	13
Suburbs	3	11	26	48	12
Towns	1	8	25	53	13
Rural	3	9	23	52	13
White	2	9	25	52	12
Non-white	6	17	24	40	13
Army	3	10	24	52	11
Navy	3	11	26	45	15
Air Force	2	12	24	47	15
Marines	3	13	26	46	12
Served in Vietnam	3	9	23	56	9
Served in other Asia	1	15	28	41	15
Served in Europe	1	9	24	50	16
Served only in U.S.	3	10	29	45	13
Officer	1	8	29	44	18
Enlisted	3	10	25	50	12
18 to 24	4	10	24	52	10
25 to 29	2	12	23	49	14
30 to 34	1	10	32	38	19
35 and over	2	6	26	42	24
Non-high school graduate	4	12	23	50	11
High school graduate	3	9	23	51	14
Some college, 2 year graduate	2	12	27	47	12
4 year graduate, post graduate	1	11	27	50	11

17c.

TABLE 66: PUBLIC
COMPARING DRUG PROBLEM IN MILITARY WITH THAT IN AMERICAN SOCIETY AS A WHOLE

	More Serious in Military	Less Serious in Military	About as Serious	Not Sure
	%	%	%	%
Total	20	22	52	6
East	20	24	49	7
South	20	21	52	7
Midwest	20	22	53	5
West	22	22	51	5
Cities	23	24	48	5
Suburbs	21	24	50	5
Towns	20	25	49	6
Rural	17	16	57	8
Male	23	23	49	5
Female	18	21	54	7
18 to 29	21	23	54	2
30 to 49	26	22	48	4
50 and over	18	22	51	9
Veteran	22	26	49	3
Non-veteran	20	22	51	7
Member vets organization	23	31	43	3
8th grade or less	22	19	48	11
High school	16	25	53	6
College	26	19	51	4
White	19	22	53	6
Non-white	26	22	42	10

35b

TABLE 66: VETERANS
COMPARING DRUG PROBLEM IN MILITARY WITH THAT IN AMERICAN SOCIETY AS A WHOLE

	More Serious in Military	Less Serious in Military	About as Serious	Not Sure
	%	%	%	%
Total	27	25	43	5
East	28	22	44	6
South	26	26	42	6
Midwest	28	27	42	3
West	26	27	42	5
Cities	26	24	44	6
Suburbs	28	26	41	5
Towns	29	28	40	3
Rural	26	25	44	5
White	27	25	44	4
Non-white	25	29	38	8
Length of Service				
6 months to 2 years	31	20	43	6
2 to 4 years	28	26	42	4
Over 4 years	23	28	42	7
Separation				
Less than 1 year	36	21	39	4
1 to 3 years	26	26	43	5
Over 3 years	23	26	44	7
Army	30	22	44	4
Navy	24	30	38	8
Air Force	20	32	42	6
Marines	25	25	45	5
Served in Vietnam	29	22	45	4
Served in other Asia	24	31	39	6
Served in Europe	30	28	38	4
Served only in U.S.	25	23	44	8
Officer	37	18	41	4
Enlisted	26	26	43	5
Drafted	30	21	45	4
Volunteered	25	27	42	6
18 to 24	29	25	42	4
25 to 29	26	25	44	5
30 to 34	21	21	52	6
35 and over	20	32	38	10
Non-high school graduate	28	26	40	6
High school graduate	25	28	42	5
Some college, 2 year graduate	28	24	44	4
4 year graduate, post graduate	34	13	48	5

TABLE 66: EMPLOYERS

19c. COMPARING DRUG PROBLEM IN MILITARY WITH THAT IN AMERICAN SOCIETY AS A WHOLE

	More Serious in Military %	Less Serious in Military %	About as Serious %	Not Sure %
Total	25	17	52	6
East	24	19	48	9
South	32	16	48	4
Midwest	19	17	59	5
West	24	15	54	7
Number of Employees				
Under 20	27	18	51	4
20 to 250	20	17	57	6
Over 250	25	15	50	10
Veteran	24	20	51	5
Non-veteran	27	12	54	7
Have not hired vets	28	16	51	5
Have hired 1 to 5 vets	25	16	54	5
Have hired more than 5 vets	23	14	55	8

5d.

TABLE 67: PUBLIC

EMPLOYING VETERANS IS A RISK
BECAUSE YOU CAN'T TELL IF THEY MIGHT BE ON DRUGS

	Total %	East %	South %	Mid-west %	West %	18 to 29 %	30 to 49 %	50 and Over %	Veteran %	Non-Veteran %	Member Vets Organization %	8th Grade or less %	High School %	College %	Profes-sional/ Ex-ecutive %	Cler-ical Sales %	Skilled Labor/ Service %	Other %	Union Member %	White %	Non-White %
Agree strongly	9	6	13	8	9	9	5	10	7	9	10	13	9	5						7	20
Agree somewhat	24	23	26	27	16	15	21	29	22	24	31	31	26	17						24	25
Disagree somewhat	27	31	25	25	29	25	31	27	31	26	27	25	27	28						27	25
Disagree strongly	31	32	25	33	37	46	34	24	32	32	24	15	31	43						34	20
Not sure	9	8	11	7	9	5	9	10	8	9	8	16	7	7						8	10

11. d.

TABLE 67: VETERANS
MANY EMPLOYERS FEEL IT IS A RISK TO HIRE
VETERANS BECAUSE THEY CAN'T TELL IF THEY MIGHT BE ON DRUGS

	Agree Strongly %	Agree Somewhat %	Disagree Somewhat %	Disagree Strongly %	Not Sure %
Total	10	16	23	38	13
East	12	16	26	32	14
South	12	17	23	34	14
Midwest	7	18	22	41	12
West	12	12	20	44	12
White	8	15	24	40	13
Non-white	21	21	19	25	14
Separation					
Less than 1 year	15	20	20	30	15
1 to 3 years	11	15	24	39	11
Over 3 years	6	16	23	40	15
Army	11	17	23	36	13
Navy	9	13	27	38	13
Air Force	7	15	22	42	14
Marines	13	17	19	40	11
Served in Vietnam	14	17	22	35	12
Served in other Asia	6	11	25	40	18
Served in Europe	9	15	24	38	14
Served only in U.S.	6	19	28	34	13
Officer	2	17	30	41	10
Enlisted	11	16	23	37	13
Unemployed	19	18	16	32	15
18 to 24	13	17	23	35	12
25 to 29	8	16	22	40	14
30 to 34	4	15	31	38	12
35 and over	7	7	18	48	20
Non-high school graduate	20	18	19	31	12
High school graduate	11	17	22	36	14
Some college, 2 year graduate	7	13	25	43	12
4 year graduate, post graduate	2	18	30	37	13
Very difficult for vets to find jobs	20	21	19	25	15

72-165 O-72—15

5d.

TABLE 67: EMPLOYERS

EMPLOYING VETERANS IS A RISK BECAUSE YOU CAN'T TELL IF THEY MIGHT BE ON DRUGS

	Total %	East %	South %	Midwest %	West %	Non-white %	Non-veteran %	Have Not Hired Vets %	Have Hired 1-5 Vets %	Have Hired 5 or More Vets %	Vets Already Employed %
Agree strongly	3	3	3	2	2	2	3	3	3	3	1
Agree somewhat	15	15	20	14	13	14	18	19	14	10	18
Disagree somewhat	25	26	23	28	18	22	28	27	23	24	21
Disagree strongly	51	51	48	50	58	56	44	43	54	58	56
Not sure	6	5	6	6	9	6	7	8	6	5	4

TABLE 68: PUBLIC
14. RATING THE MILITARY'S DRUG EDUCATION AND PREVENTION PROGRAM

	Very Effective %	Somewhat Effective %	Only Slightly Effective %	Not At All Effective %	Not Sure %
Total	8	35	29	11	17
East	6	31	28	13	22
South	10	39	27	9	15
Midwest	7	33	31	12	17
West	9	35	31	10	15
Cities	7	33	28	15	17
Suburbs	7	33	30	12	18
Towns	7	39	31	9	14
Rural	10	37	27	7	19
18 to 29	4	32	33	18	13
30 to 49	9	40	28	8	15
50 and over	9	35	27	9	20
8th grade or less	14	32	25	5	24
High school	8	38	26	11	17
College	5	31	36	14	14
White	7	36	29	11	17
Non-white	12	31	28	9	20

30

TABLE 68: VETERANS
RATING THE MILITARY'S DRUG EDUCATION AND PREVENTION PROGRAM

	Very Effective	Somewhat Effective	Only Slightly Effective	Not at All Effective	Not Sure
	%	%	%	%	%
Total	8	23	25	25	19
East	7	24	24	25	20
South	9	26	27	21	17
Midwest	7	24	26	23	20
West	9	14	22	33	22
Cities	8	23	23	26	20
Suburbs	7	18	27	27	21
Towns	9	27	27	21	16
Rural	9	26	23	22	20
White	8	22	25	25	20
Non-white	10	28	23	21	18
Length of Service					
6 months to 2 years	6	20	29	31	14
2 to 4 years	7	23	25	26	19
Over 4 years	11	25	23	17	24
Separation					
Less than 1 year	8	26	28	32	6
1 to 3 years	8	23	26	26	17
Over 3 years	8	22	21	15	34
Army	7	22	25	27	19
Navy	11	28	24	19	18
Air Force	8	23	26	20	23
Marines	8	20	26	26	20
Served in Vietnam	7	23	25	29	16
Served in other Asia	7	25	24	24	20
Served in Europe	9	24	29	15	23
Served only in U.S.	8	21	23	27	21
Officer	13	26	23	22	16
Enlisted	8	23	25	24	20
Drafted	7	23	26	25	19
Volunteered	8	23	25	24	20
18 to 24	6	23	26	32	13
25 to 29	9	21	25	20	25
30 to 34	6	29	26	14	25
35 and over	21	27	15	9	28
Non-high school graduate	13	21	16	31	19
High school graduate	8	26	25	21	20
Some college, 2 year graduate	7	20	28	27	18
4 year graduate, post graduate	4	22	29	24	21

15a & 15b

TABLE 69: PUBLIC
FEELING ABOUT WHETHER SERVICEMEN CAUGHT USING DRUGS SHOULD BE PUNISHED

	Feel Servicemen Caught Using Marijuana Should Be Punished %	Feel Servicemen Caught Using Heroin Should Be Punished %
Total	39	50
East	31	42
South	47	56
Midwest	37	48
West	46	56
Cities	35	47
Suburbs	38	50
Towns	43	52
Rural	43	53
18 to 29	39	51
30 to 49	43	54
50 and over	38	48
Veteran	47	54
Non-veteran	38	50
Member vets organization	39	49
8th grade or less	40	51
High school	41	51
College	37	48
White	40	50
Non-white	37	50

31a,b

TABLE 69: VETERANS
FEELING ABOUT WHETHER SERVICEMEN CAUGHT USING DRUGS SHOULD BE PUNISHED

	Feel Servicemen Caught Using Marijuana Should Be Punished	Feel Servicemen Caught Using Heroin Should Be Punished
	%	%
Total	49	64
East	41	57
South	56	69
Midwest	54	66
West	45	61
Cities	42	58
Suburbs	46	57
Towns	55	68
Rural	60	75
White	52	66
Non-white	31	50
Length of Service		
6 months to 2 years	53	68
2 to 4 years	47	64
Over 4 years	56	68
Separation		
Less than 1 year	46	63
1 to 3 years	48	64
Over 3 years	52	64
Army	46	62
Navy	51	65
Air Force	54	67
Marines	55	65
Served in Vietnam	48	65
Served in other Asia	51	64
Served in Europe	54	69
Served only in U.S.	45	58
Officer	54	66
Enlisted	49	64
Drafted	46	63
Volunteered	50	65
18 to 24	45	63
25 to 29	51	63
30 to 34	58	70
35 and over	67	72
Non-high school graduate	47	66
High school graduate	52	66
Some college, 2 year graduate	47	60
4 year graduate, post graduate	43	57

33

TABLE 71: VETERANS
WHERE VETERANS WOULD MOST LIKELY GO IF NEEDED DRUG TREATMENT

	Private Doctor %	VA Hospital %	VA Drug Treatment Center %	City/State Sponsored Center %	Private Clinic %	Other %	Not Sure %
Total	28	23	20	9	9	2	12
East	26	20	23	10	10	1	16
South	28	29	21	6	8	2	9
Midwest	30	22	19	8	10	2	10
West	26	20	18	12	10	4	11
Cities	25	24	21	12	9	2	10
Suburbs	30	20	17	10	14	2	11
Towns	31	23	19	10	8	2	10
Rural	27	25	23	4	6	3	15
White	29	22	19	9	10	3	12
Non-white	19	31	27	10	4	2	11
18 to 24	25	22	22	11	11	2	11
25 to 29	33	22	18	7	8	3	13
30 to 34	34	24	14	10	8	3	12
35 and over	7	38	25	7	6	6	14
Under $5,000	26	28	21	9	8	3	8
$5,000 to $9,999	27	23	20	9	9	2	13
$10,000 to $14,999	31	20	18	8	11	2	13
$15,000 and over	31	20	22	9	12	3	8
Non-high school graduate	24	32	19	6	8	2	11
High school graduate	25	24	21	8	9	2	15
Some college, 2 year graduate	31	20	20	11	10	3	8
4 year graduate, post graduate	35	17	16	11	14	1	8

17a.

TABLE 72: PUBLIC
ASSESSING EFFECTIVENESS OF TREATMENT AT VA DRUG TREATMENT CENTERS

	Effective %	Not Effective %	Not Sure %
Total	38	11	51
East	31	13	56
South	45	9	46
Midwest	39	14	47
West	37	8	55
Cities	38	14	48
Suburbs	32	13	55
Towns	47	8	45
Rural	41	8	51
18 to 29	38	17	45
30 to 49	37	13	50
50 and ov	39	8	53
Veteran	45	13	42
Non-veteran	37	11	52
Member vets organization	48	13	39
8th grade or less	42	4	54
High school	38	12	50
College	37	14	49
White	38	11	51
Non-white	40	14	46
View VA positively	47	10	43
Don't know much about VA	22	8	70

34 c

TABLE 72: VETERANS
ASSESSING EFFECTIVENESS OF TREATMENT AT VA DRUG TREATMENT CENTERS

	Effective %	Not Effective %	Not Sure %
Total	24	10	66
East	22	11	67
South	31	9	60
Midwest	20	9	71
West	19	14	67
Cities	22	12	66
Suburbs	20	13	67
Towns	25	10	65
Rural	28	6	66
White	22	10	68
Non-white	32	12	56
18 to 24	25	10	65
25 to 29	21	11	68
30 to 34	23	10	67
35 and over	23	8	69
Non-high school graduate	32	11	57
High school graduate	24	9	67
Some college, 2 year graduate	21	12	67
4 year graduate, post graduate	17	13	70

34 a,b

TABLE 73: VETERANS
EVALUATING VA DRUG TREATMENT CENTERS

	Reception Given Veterans			People Who Run Drug Centers		
	Friendly %	Not Friendly %	Not Sure %	Sympathetic %	Not Sympathetic %	Not Sure %
Total	23	8	69	30	12	58
East	25	9	66	31	12	57
South	26	9	65	34	11	55
Midwest	20	7	73	29	12	59
West	19	10	71	26	11	63
Cities	26	9	65	31	12	57
Suburbs	20	9	71	30	13	57
Towns	16	10	74	25	10	65
Rural	25	6	69	34	10	56
White	21	8	71	29	11	60
Non-white	32	11	57	36	14	50
18 to 24	23	9	68	31	13	56
25 to 29	21	7	72	29	11	60
30 to 34	23	9	68	27	10	63
35 and over	27	6	67	32	10	58
Non-high school graduate	26	9	65	31	14	55
High school graduate	22	8	70	32	12	56
Some college, 2 year graduate	23	8	69	28	11	61
4 year graduate, post graduate	20	9	71	27	8	65

CHAPTER IV

EVALUATING THE VETERANS ADMINISTRATION

The fourth objective of the research was to obtain an evaluation of the Veterans Administration.

In inquiring whether returning Vietnam era servicemen, and veterans of earlier periods, were interested in the attention and assistance the VA had to offer, the research found three out of five answering affirmatively:

TABLE 74

AFTER SEPARATION ARE RETURNING SERVICEMEN INTERESTED IN ASSISTANCE AND ATTENTION OF VA OR WOULD THEY RATHER BE LEFT ALONE

	Vietnam Era Veterans						RECALLED ATTITUDES
	Total	Officer	Enlisted	Employed	Student	Unemployed	Public: Earlier Veterans
	%	%	%	%	%	%	%
Interested in attention	61	68	61	60	69	61	61
Rather be left alone	16	14	16	16	13	17	18
It depends(vol.)	17	13	18	18	14	18	13
Not sure	6	5	5	6	4	4	8

Identical proportions of Vietnam era returnees and those of earlier periods said they were interested in the attention of the VA. Students and officers show a somewhat higher interest in the VA than the other groups.

Viewing the amount of contact veterans have had with the VA after separation, finds those interested in VA attention have apparently received it:

TABLE 75
AMOUNT OF CONTACT HAVE HAD WITH VA SINCE SEPARATION

	Vietnam Era Veterans								RECALLED ATTITUDES
							Rate VA		Public:
	Total	Officer	Enlisted	Employed	Student	Unemployed	Pos.	Neg.	Earlier Veterans
	%	%	%	%	%	%	%	%	%
A lot of contact	18	25	17	16	31	20	22	13	18
A little contact	45	48	46	45	56	41	50	46	34
Almost no contact	37	26	37	39	13	39	28	41	48

A higher proportion of Vietnam era veterans had some contact (either "a lot" or "a little") with the VA than veterans of earlier periods (63% vs. 52%). This is also reflected in the finding that only 37% of the Vietnam returnees had "almost no contact" with the VA, compared with just under half (48%) for earlier veterans.

Among recent servicemen, officers and students had the most contact after separation. The greater contact among students apparently results from the benefits due them under the GI bill.

Observation:

The previous two tables suggest that, while those Vietnam era veterans who wanted attention from the VA did receive some, for the bulk of the servicemen this contact has been minimal. Still, the record does show improvement over what veterans of earlier periods report.

The last table also suggests that the amount of contact veterans have with the VA tempers their opinion of the agency. Veterans who -- later in the questionnaire -- rated the VA positively report having more contact with the organization than those who rate it negatively.

Rating the Services VA Offers Returning Servicemen

The public and returning veterans were asked to evaluate the services the Veterans Administration offers returning servicemen:

TABLE 76
GENERAL RATING OF SERVICES VA OFFERS RETURNING SERVICEMEN

	Public				Vietnam Era Veterans					
	Total	Veteran	Non-Veteran	Member Veterans Organ.	Total	Officer	En-listed	Empl.	Student	Un-Empl.
	%	%	%	%	%	%	%	%	%	%
Positive	49	61	46	66	60	66	61	62	66	54
Excellent	10	18	8	22	19	26	19	20	18	15
Pretty Good	39	43	38	44	41	40	42	42	48	39
Negative	25	25	25	25	31	24	30	29	31	37
Only fair	20	20	20	21	20	15	20	19	20	24
Poor	5	5	5	4	11	9	10	10	11	13
Not Sure	26	14	29	9	9	10	9	9	3	9

Among both the public and veterans, the ratio of positive to negative ratings is two to one, or better. Members of veterans organizations among the public are most positive about the VA, while non-veterans -- mostly out of ignorance -- are least positive.

Among Vietnam era veterans, officers and students give the VA its highest marks, while unemployed ex-servicemen are least positive. But even here, more than half (54%) rate the VA in positive terms.

In looking behind the reasons for the evaluations, these were the mentions:

18b.

Table 77
REASONS FOR RATING VA POSITIVE/NEGATIVE

	Total Public %	Total Vietnam Era Veterans %
Positive		
From what I've read or heard, the VA gives them good benefits	11	5
VA helps them get in school, get an education	11	16
Offers many benefits and services	9	12
Gives them medical care and assistance	9	9
Helps them get jobs, has training program	7	3
They are concerned -- if you need help they are there	5	10
They give loans and financial assistance	5	3
Helps them buy homes	4	4
Informative -- lets servicemen know what benefits are coming	2	8
Doing the same for them that they did for us after World War II	2	-
If they had more money they could do more	2	1
All other "positive" mentions	2	2
Negative		
Could be doing more	11	10
Medical care is poor, hospitals are dirty, slow treatment	4	2
Should try harder to get jobs for veterans	4	3
Too much red tape	3	13
Representatives didn't help, didn't give any information	2	6
Not qualified to handle needs of veterans	1	2
All other "negative" mentions	3	2
Haven't contacted me	-	4
Don't know	31	9

Among the public, the level of benefits and GI bill assistance were the major reasons for a positive evaluation. For veterans, the benefits of the GI bill,other unspecified benefits, and the feeling that the VA offers genuine concern if it is needed were the main reasons explaining the positive rating.

On the negative side, ex-servicemen thought there was too much red tape, and both the public and the veterans felt the VA could be doing more.

Observation:

On the basis of the general evaluation, the VA comes off with healthy respect. Its reputation among the public is good, and among the servicemen who --presumably-- have had firsthand experience, the complaint of too much red tape is one which might be expected. The "could be doing more" complaint -- as later tables will show -- is more a sign of ignorance of what the VA offers, than it is a criticism. On an overall basis, the public and veterans are highly positive about the job the VA is doing.

Further evidence of the regard the public and veterans have for the VA is contained in their assessment of the quality of services provided by the VA over the past few years:

TABLE 78

EVALUATING SERVICES OF VA OVER THE PAST FEW YEARS

	Total				
	Total	Veteran	Non-Veteran	Member Veterans Organization	Total Vietnam Era Veterans
	%	%	%	%	%
Improved	2[illegible]	31	28	34	36
Declined	6	7	6	10	5
About the same	33	38	33	42	29
Not sure	32	24	33	14	30

Public opinion shows a plurality finding the quality of VA services "about the same" as they have been in the past. Among those seeing a difference, the "improved" outweigh the "declined" responses by five to one.

Among the veterans, a plurality see improved services.

Observation:

The positive ratings, and evaluations of consistent quality of services provided by the VA -- in the eyes of the public -- are extremely noteworthy when viewed against the public attitudes found in Chapter I of this report. Recalling the earlier findings, the public expressed its strong feeling that returning veterans should be treated as well as veterans of earlier periods. By the same token, there was little reluctance to point out that veterans are, however, being treated worse than their earlier counterparts. In view of this, the fact that the public sees the VA maintaining the same standards as the past -- and, if anything, improving its services -- is a real vote of confidence in the organization.

72-165 O-72—16

Job Rating of Specific VA Services

The Vietnam era veterans were handed a list of services provided by the VA, and asked to rate the job the agency is doing in each:

TABLE 79
RATING THE JOB THE VA IS DOING IN SPECIFIC AREAS

	Total Vietnam Era Veterans	
	Positive	Negative
	%	%
Covering educational costs for veterans	65	29
Providing hospitalization and medical treatment to disabled and diseased veterans	60	22
Compensating veterans for wartime disabilities	55	28
Providing loans for the purchase of homes and farms	56	26
Providing vocational rehabilitation to disabled veterans	48	20
Assisting wives and families of deceased or totally disabled veterans	42	20
Offering dental treatment	41	28
Treating veterans for drug problems	34	23

All the services listed are rated positively by the Vietnam era veterans. Covering educational costs receives the highest positive rating, and treating veterans for drug problems is seen in positive terms by one in three (32%).

In rating the job the VA is doing in advising veterans of the services being made available to them by the agency, half the servicemen give a negative evaluation; however, here an interesting difference of opinion emerges:

TABLE 79 (Continued)
RATING THE JOB THE VA IS DOING IN SPECIFIC AREAS

	Advising Veterans of the Services Made Available to Them by the VA	
	Positive %	Negative %
Total	45	50
Separation		
Less than 1 year	58	37
1 to 3 years	46	50
Over 3 years	32	59

Among total veterans, the negative ratings outweigh the positive by 50 to 45%. However, these critical evaluations seem to be held by servicemen who have been separated for a year or longer. Among those getting out within the past year, the VA receives high positive ratings in acquainting them with the services available.

Observation:

It appears that the VA did have a problem in letting servicemen know about the services the agency provides them. However, the findings are also clear in showing that the VA has remedied this problem, since the veterans who were separated most recently find little fault with the VA on this score.

Another element affecting the way veterans perceive the VA is the relative ease in reaching the organization. The returning servicemen were asked to assess the convenience of making a personal visit to the VA and contact by telephone:

TABLE 80
CONVENIENCE OF CONTACTING VA

	Vietnam Era Veterans						
	Total	Cities	Suburbs	Towns	Rural	White	Non-White
	%	%	%	%	%	%	%
Making personal visit							
Very convenient	39	42	43	39	31	38	44
Somewhat convenient	27	29	25	23	31	27	29
Slightly convenient	15	12	14	17	18	15	14
Not convenient	16	14	15	18	17	17	11
Not sure	3	3	3	3	3	3	2
Contacting by telephone							
Very convenient	71	72	80	69	64	70	75
Somewhat convenient	16	15	11	15	23	17	13
Slightly convenient	6	4	4	8	7	6	4
Not convenient	5	7	4	6	4	5	5
Not sure	2	2	1	2	2	2	3

While two in three (66%) returning veterans find it convenient ("very" or "somewhat convenient") to make a personal visit to a VA office, nearly all (87%) say it is convenient to reach the VA office via telephone.

Observation:

If veterans are interested in obtaining advice or assistance, or otherwise find it necessary to reach the VA, the findings show that little difficulty is involved in visiting or calling a local VA office.

Evaluating Benefits Offered Returning Servicemen

The public and veterans were asked to assess generally the level of benefits offered to returning servicemen:

TABLE 81
EVALUATING BENEFITS OFFERED RETURNING SERVICEMEN

	Public						Vietnam Era Veterans		
	Total	Veteran	Non-Veteran	Vets. Assoc. Member	White	Non-White	Total	White	Non-White
	%	%	%	%	%	%	%	%	%
Very adequate	28	39	26	41	29	23	30	31	25
Somewhat adequate	40	40	40	40	40	37	45	45	42
Only slightly adequate	12	7	12	10	11	16	14	13	17
Not at all adequate	4	4	4	4	3	8	5	5	7
Not sure	16	10	18	5	17	16	6	6	9

Two out of three (68%) among the public, and three out of four (75%) returning Vietnam era veterans, assess the benefits provided by the VA as adequate (either "very" or "somewhat adequate"). Members of veterans associations among the public are most convinced about the adequacy of the benefits, compared to non-whites in the public, and non-white veterans who are somewhat less convinced.

The public and veterans were then asked specifically about the adequacy of benefits under the GI bill:

TABLE 82
EVALUATING BENEFITS PAID BY GI BILL
TO VETERANS WHO RETURN TO SCHOOL

	Public					Vietnam Era Veterans			
	Total	Veteran	Non-Veteran	White	Non-White	Total	White	Non-White	Student
	%	%	%	%	%	%	%	%	%
More than enough to live on comfortably	-	4	2	3	2	2	2	3	1
Not enough to live on comfortably	38	37	37	36	47	59	59	63	74
About enough	30	35	29	32	19	29	30	22	25
Not sure	30	24	32	29	37	10	9	12	-

A majority approaching three out of five (59%) veterans and a plurality (38%) of the public feel the benefits under the GI bill are not enough to live on comfortably. Among the veterans, students and non-whites are most critical about the inadequacy of the GI bill benefits, while among the public non-whites here also have a somewhat stronger opinion than the other groups.

Observation:

Despite the fact that, on general evaluation the benefits provided by the VA are seen in distinctly adequate terms, when the veterans and public got down to specifics, and considered the notion of comfort as the criterion, the overwhelming judgment is negative.

In order to obtain an idea of the relative importance of services, both veterans and the public were asked what they thought was the most important service the VA could offer returning servicemen:

TABLE 83
MOST IMPORTANT SERVICE VA CAN OFFER RETURNING SERVICEMEN
(Volunteered)

	Total Public	Total Vietnam Era Veterans
	%	%
Educational benefits, assistance, loans	42	53
Job placement, training	41	26
Medical, hospital treatment, psychiatric care	20	20
Programs to help them readjust to civilian life	16	11
Veterans loans, family financial assistance	11	13
Home loans, assistance in getting a home	8	11
Drug treatment, counseling	3	-
All other	3	*
Don't know	9	4

*Less than 1/2 of 1%

Educational benefits appears number one among both the public and returning veterans. Judging from the responses, veterans attach a greater importance to this than the public.

Precisely the opposite is true for job placement and training. While this appears second on both lists, the public shows relatively more concern than the veterans for this service.

Observation:

In considering the most important service the VA can offer, the public and veterans do not differ on substance, but rather degree. However, the fact that the number of mentions among veterans for job placement/training is half that of educational benefits is not a sign of the lack of importance. As the next table will show, it is more a reflection of the overwhelming value attached to the benefits paid through the GI bill.

The services offered by the VA were approached from the other direction. Returning veterans were asked what they felt was missing most from the services offered servicemen:

TABLE 84
WHAT IS MOST MISSING FROM SERVICES OFFERED
RETURNING SERVICEMEN BY THE VA
(Volunteered)

	Total Vietnam Era Veterans
	%
More information on benefits and services available	22
Job placement, training	17
Personal loans, financial aid	7
Medical, hospital care, emotional, psychiatric care	5
Education benefits, assistance, loans	3
More trained personnel for rehabilitation	2
Home loans, assistance in getting a home	2
All other	5
Nothing is missing	14
Don't know	37

Observation:

The high level of dissatisfaction with the VA's methods of communicating its services to returning servicemen, noted earlier in this chapter, appears again.

The high number of mentions of job placement/training here underscores its importance. In the last table, 26% of the veterans considered this the most important service the VA can offer, and here 17% say it is conspicuous by its absence among services offered by the organization.

Experience with Specific VA Services

Vietnam era veterans were asked to relate their experiences with eight VA services:

TABLE 85
WHETHER EVER APPLIED FOR SPECIFIC GI BENEFITS SINCE LEAVING SERVICE
(Percent of total veterans who have "applied")

	Vietnam Era Veterans								
	Total	White	Non-White	Officer	Enlisted	18-24	25-29	30-34	35+
	%	%	%	%	%	%	%	%	%
GI education benefits for school training	41	40	45	52	40	41	43	40	29
Dental care	17	17	14	19	17	22	12	4	14
GI loan	15	15	14	16	15	9	8	21	36
Compensation for service connected disability or disease	13	13	17	13	13	16	9	10	22
GI education benefits for job training	10	9	11	6	10	10	9	9	9
Hospital treatment	9	7	20	7	9	11	6	11	15
Vocational rehabilitation*	2	2	4	2	2	3	2	1	1
Pension for non-service connected disability or disease	2	2	2	-	2	2	1	1	4

*Only veterans with service connected disabilities of 30% or more can apply for this benefit.

Two out of five (41%) returning veterans said they applied for GI education benefits. Among officers, more than half (52%) made application for these benefits. Among the oldest veterans, the proportion applying drops to 29%.

Dental care comes in second, with the youngest veterans making relatively the most applications for this benefit.

The GI loan is more than twice as popular among the oldest veterans compared to the total.

Skipping down to hospitalization treatment, it is striking that almost three times as many non-whites applied for this compared to whites.

Observation:

In view of the popularity of GI educational benefits -- mentioned repeatedly throughout this chapter -- it is somewhat surprising that only 41% applied and 59% did not. Among those who did not apply, one additional question was asked: "If the benefits paid by the GI Education Bill were increased, would you certainly apply, possibly apply, or certainly not apply for GI benefits and continue your education?" The responses to this question further reflect the feeling that current benefits under this plan are inadequate:

TABLE 86
LIKELIHOOD OF APPLYING FOR GI
EDUCATIONAL BENEFITS IF THEY WERE INCREASED
(Base: Veterans who did not apply
for GI Bill benefits)

	Total %
Certainly apply	53
Possibly apply	30
Certainly not apply	7
Not sure	10

The table indicates that, given an increase in benefits, applications for the GI bill would immediately increase by 53% of non-applicants, and perhaps more. Put another way, the findings suggest that, for at least half of the veterans who did not apply for educational assistance under the GI bill, one major reason they failed to do so was the level of benefits was considered too low.

In assessing the outcome of the applications, disability compensation for both service and non-service related causes showed significant denial rates:

TABLE 87
OUTCOME OF APPLICATION FOR SPECIFIC GI BENEFITS
(Base: Veterans who applied for each specific benefit)

	Vietnam Era Veterans		
	Allowed	Denied	Not Sure
	%	%	%
GI education benefits for school training	91	3	6
Dental care	77	14	9
GI loan	72	15	13
Compensation for service-connected disability or disease	53	32	15
GI education benefits for job training	77	11	12
Hospital treatment	83	13	4
Vocational rehabilitation	63	14	23
Pension for non-service-connected disability or disease	35	50	15

Observation:

The relatively high proportion (32%) of denials for compensation for service disability can probably be explained by the VA's encouraging veterans to file for these claims under the assumption that this is the best way to protect the veteran. It would appear that one other result of this policy might be a residual resentment among veterans who were led to believe that they might qualify for the compensation, only to be turned down. In this respect, the policy of protecting the veteran by encouraging him to apply for a program where the turn-down rate is one in three, might result in negative attitudes toward the VA. From this point of view, the policy could be self-defeating in the long run.

In evaluating their satisfaction with the benefits received, three out of four said they were satisfied for every type, except compensation for service connected disability or disease:

TABLE 88
SATISFACTION WITH SPECIFIC GI BENEFITS RECEIVED
(Base: Veterans who were allowed each specific benefit)

	Satisfied %	Dissatisfied %	Not Sure %
GI education benefits for school training	75	23	2
Dental care	79	16	5
GI loan	85	13	2
Compensation for service connected disability or disease	60	35	5
GI education benefits for job training	80	17	3
Hospital treatment	77	13	10
Vocational rehabilitation *			
Pension for non-service connected disability or disease*			

* Bases too small to obtain accurate readings.

Observation:

The findings shown in the previous several tables suggest that, among those veterans who make application for specific benefits, there is general satisfaction. There does seem to be some noticeable criticism, however, about the policy of allowing certain disability claims -- both service and non-service related -- and once these are allowed there is additional significant criticism of the level of benefits granted.

The findings of this chapter present strong evidence that while there is general approval of the ..., there ... some areas of weakness as well.

There is specific criticism about the level of GI Bill payments. This is something which the VA does not directly control, yet these feelings apparently inhibit the penetration -- and thus the effectiveness -- of the whole program.

Another specific criticism is of the VA's efforts in job assistance and training areas. Based on the findings in Chapter II, the answer here might be for the VA to take on an even more active role in becoming the clearing house between veterans, employers, and state and local employment services, and act to coordinate these efforts for the mutual benefit of the returning serviceman and employer.

Third, as noted above, the policies relating to encouraging applications for both service connected and non-service connected compensation might be an area for review.

In short, the criticism of the VA, while apparently not affecting the agency's overall reputation, does strike at the heart of its functions.

As shown earlier, the VA seems to have made real progress in informing the most recent returning veterans of the services offered by the agency. Continued progress here promises even greater effectiveness of the VA's efforts to reach returning servicemen, letting them know what is rightfully theirs, and thereby making the VA more effective generally.

APPENDIX

CHAPTER IV

38d.

TABLE 74: VETERANS
SERVICEMEN'S INTEREST IN VA'S ATTENTIONS

	Interested in Attention %	Rather be Left Alone %	It Depends (vol.) %	Not Sure %
Total	61	16	17	6
East	53	19	23	5
South	66	12	16	6
Midwest	63	16	15	6
West	65	18	13	4
Cities	61	16	18	5
Suburbs	63	16	15	6
Towns	65	16	12	7
Rural	58	16	21	5
White	61	16	17	6
Non-white	64	13	19	4
Army	61	16	18	5
Navy	61	16	18	5
Air Force	63	14	16	7
Marines	61	19	14	6
Served in Vietnam	62	16	17	5
Served in other Asia	59	15	21	5
Served in Europe	56	16	20	8
Served only in U.S.	60	16	17	7
Officer	68	14	13	5
Enlisted	61	16	18	5
Drafted	61	17	18	4
Volunteered	63	15	16	6
Employed	60	16	18	6
Student	69	13	14	4
Unemployed	61	17	18	4
18 to 24	63	16	17	4
25 to 29	56	18	19	7
30 to 34	62	13	19	6
35 and over	65	12	13	10
Non-high school graduate	54	21	19	6
High school graduate	59	17	18	6
Some college, 2 year graduate	67	13	16	4
4 year graduate, post graduate	65	13	16	6
Generally Rated VA				
Positively	68	12	15	5
Negatively	54	22	20	4

38e

TABLE 75: VETERANS
AMOUNT OF CONTACT HAVE HAD WITH VA SINCE SEPARATION

	A Lot of Contact %	A Little Contact %	Almost no Contact %	Not Sure %
Total	18	45	37	*
East	14	45	41	*
South	19	43	38	*
Midwest	18	47	35	-
West	20	49	31	-
Cities	18	48	34	-
Suburbs	16	47	37	-
Towns	20	48	32	*
Rural	17	41	42	*
White	18	45	37	*
Non-white	17	46	37	-
Length of Service				
6 months to 2 years	16	45	39	*
2 to 4 years	18	47	35	*
Over 4 years	18	42	40	*
Separation				
Less than 1 year	18	45	37	*
1 to 3 years	19	48	33	-
Over 3 years	13	42	45	*
Army	17	45	38	-
Navy	20	44	36	*
Air Force	18	50	31	1
Marines	20	44	36	-
Served in Vietnam	18	49	33	-
Served in other Asia	16	44	40	-
Served in Europe	15	44	41	-
Served only in U.S.	15	39	45	1
Officer	25	48	26	1
Enlisted	17	46	37	*
Drafted	15	45	40	-
Volunteered	19	46	35	*
Employed	16	45	39	*
Student	31	56	13	-
Unemployed	20	41	39	-
18 to 24	20	47	33	*
25 to 29	14	46	40	-
30 to 34	15	38	46	1
35 and over	20	44	36	-
Non high school graduate	15	41	44	-
High school graduate	13	44	43	-
Some college, 2 year graduate	24	51	24	1
4 year graduage, post graduate	25	44	31	-
Generally Rated VA				
Positively	22	50	28	*
Negatively	13	46	41	-

18a.

TABLE 76: PUBLIC
GENERAL RATING OF SERVICES VA OFFERS RETURNING SERVICEMEN

	Total %	East %	South %	Mid-west %	West %	Cities %	Sub-urbs %	Towns %	Rural %	Male %	Female %	18 to 29 %	30 to 49 %	50 and over %	Veteran %	Non-Veteran %	Member Vets Organization %	8th Grade or less %	High School %	College %	White %	Non-White %
Positive Ratings	49	48	51	48	49	45	48	52	54	50	48	45	50	50	61	46	66	48	50	47	48	49
Excellent	10	8	14	8	11	8	11	15	9	12	8	7	10	12	18	8	22	10	10	10	9	14
Pretty good	39	40	37	40	38	37	37	37	45	38	40	38	40	38	43	38	44	38	40	37	39	35
Negative Ratings	25	22	23	28	26	28	24	21	23	27	22	29	23	23	25	25	25	23	23	28	25	27
Only fair	20	19	19	21	20	23	19	16	20	22	18	23	17	19	20	20	21	20	19	22	20	21
Poor	5	3	4	7	6	5	5	5	3	5	4	6	6	4	5	5	4	3	4	6	5	6
Not Sure	26	30	26	24	25	27	28	27	23	23	30	26	27	27	14	29	9	29	27	25	27	24

38a.

TABLE 76: VETERANS
GENERAL RATING OF SERVICES VA OFFERS RETURNING SERVICEMEN

	Excellent %	Pretty Good %	Only Fair %	Poor %	Not Sure %	Positive %	Negative %
Total	19	41	20	11	9	60	31
East	18	41	20	10	11	59	30
South	20	40	20	11	9	60	31
Midwest	20	46	18	9	7	66	27
West	20	35	21	14	10	55	35
Cities	20	40	22	11	7	60	33
Suburbs	19	41	17	13	10	60	30
Towns	17	43	23	10	7	60	33
Rural	20	43	18	8	11	63	26
White	20	42	18	11	9	62	29
Non-white	18	39	28	8	7	57	36
Length of Service							
6 months to 2 years	17	45	17	13	8	62	30
2 to 4 years	19	42	20	10	9	61	30
Over 4 years	23	37	19	10	11	60	29
Separation							
Less than one year	21	46	18	7	8	67	25
1 to 3 years	19	42	20	12	7	61	32
Over 3 years	18	39	19	10	14	57	29
Army	20	42	19	10	9	62	29
Navy	21	38	18	12	11	59	30
Air Force	19	38	23	11	9	57	34
Marines	14	50	17	11	8	64	28
Served in Vietnam	17	44	21	11	7	61	32
Served in other Asia	22	42	18	8	10	64	26
Served in Europe	22	40	20	9	9	62	29
Served only in U.S.	18	40	19	11	12	58	30
Officer	26	40	15	9	10	66	24
Enlisted	19	42	20	10	9	61	30
Drafted	20	41	20	9	10	61	29
Volunteered	19	42	19	12	8	61	31
Employed	20	42	19	10	9	62	29
Student	18	48	20	11	3	66	31
Unemployed	15	39	24	13	9	54	37
18 to 24	18	45	20	10	7	63	30
25 to 29	19	40	20	11	10	59	31
30 to 34	21	35	18	10	16	56	28
Over 35	33	31	16	11	9	64	27
Non-high school graduate	16	41	18	14	11	57	32
High school graduate	18	40	20	11	11	58	31
Some college, 2-year graduate	23	44	19	10	4	67	29
4-year graduate, post graduate	22	39	21	9	9	61	30

18c.

TABLE 78: PUBLIC
EVALUATING SERVICES OF VA OVER PAST FEW YEARS

	Improved %	Declined %	Stayed About the Same %	Not Sure %
Total	29	6	33	32
East	27	6	31	36
South	34	5	34	27
Midwest	27	7	35	31
West	25	5	36	34
Cities	27	6	33	32
Suburbs	26	6	34	34
Towns	34	5	33	28
Rural	31	4	35	30
18 to 29	28	6	31	35
30 to 49	32	5	34	29
50 and over	27	6	36	31
Veteran	31	7	38	24
Non-veteran	28	6	33	33
Member vets organization	34	10	42	14
8th grade or less	27	4	41	28
High school	30	6	33	31
College	27	8	31	34
White	28	6	34	32
Non-white	31	4	34	31

38c

TABLE 78: VETERANS

EVALUATING SERVICES OF VA OVER PAST FEW YEARS

	Improved %	Declined %	About the Same %	Not Sure %
Total	36	5	29	30
East	32	4	28	36
South	42	5	27	26
Midwest	37	3	32	28
West	31	8	30	31
Cities	38	6	27	29
Suburbs	31	5	31	33
Towns	39	5	31	25
Rural	38	3	27	32
White	36	5	29	30
Non-white	38	4	27	31
18 to 24	35	5	27	33
25 to 29	34	5	33	28
30 to 34	46	4	27	23
35 and over	37	8	26	29

TABLE 79: VETERANS
RATING THE JOB THE VA IS DOING IN SPECIFIC AREAS

	Covering Educational Costs for Veterans		Providing Hospitalization and Medical Treatment to Disabled & Diseased Veterans		Compensating Veterans For Wartime Disabilities		Providing Loans For the Purchase of Homes & Farms		Providing Vocational Rehabilitation to Disabled Veterans		Advising Veterans of the Services Made Available to Them By the VA		Assisting Wives and Families of Deceased or Totally Disabled Veterans		Offering Dental Treatment		Treating Veterans For Drug Problems	
	Positive %	Negative %	Positive %	Negative %	Positive %	Negative %	Positive %	Negative %	Positive %	Negative %	Positive %	Negative %	Positive %	Negative %	Positive %	Negative %	Positive %	Negative %
Total	65	29	60	22	55	28	56	26	48	20	45	50	42	20	41	28	34	23
East	61	31	61	21	54	26	54	27	48	22	47	46	42	21	45	27	37	24
South	70	21	63	22	59	26	59	24	54	22	50	44	47	21	43	29	41	21
Midwest	63	32	61	21	54	28	52	30	45	20	42	53	38	19	40	29	29	23
West	66	29	51	26	48	33	60	21	42	17	36	61	37	20	31	29	24	27
Cities	65	29	61	22	57	27	55	26	50	21	45	50	42	22	44	29	36	25
Suburbs	60	34	55	24	49	30	55	25	40	22	43	51	35	19	36	30	26	27
Towns	65	29	62	24	53	30	53	31	46	23	42	50	42	22	34	32	30	24
Rural	70	22	64	20	58	24	60	24	54	16	47	47	47	18	47	23	41	17
White	65	29	59	22	55	26	56	26	47	20	44	51	41	20	40	28	32	23
Non-white	65	26	65	21	51	36	54	24	54	20	48	45	47	20	50	30	44	24
Length of Service																		
6 months to 1 year	62	31	61	21	50	31	54	26	46	22	50	46	40	22	47	27	33	25
2 to 4 years	65	29	60	22	55	28	56	26	48	20	46	49	42	20	44	28	35	25
Over 4 years	66	27	61	22	56	25	58	27	49	20	39	54	42	19	29	31	31	20
Separation																		
Less than 1 year	68	26	61	23	58	24	58	24	62	16	58	37	42	17	55	23	39	21
1 to 3 years	65	30	60	21	55	29	55	26	48	21	46	50	41	21	43	31	34	24
Over 3 years	64	28	59	23	51	27	56	29	44	23	32	59	42	21	26	28	29	24
Army	64	29	60	21	53	29	56	26	47	21	47	48	41	20	45	27	35	25
Navy	69	27	61	22	56	25	54	28	48	19	41	55	42	22	36	29	31	21
Air Force	65	29	57	26	56	26	57	27	49	20	42	51	38	20	31	32	28	20
Marines	65	30	60	24	54	31	59	24	47	22	46	48	44	20	41	31	36	22
Served in Vietnam	63	31	61	22	54	30	55	25	47	21	49	46	43	21	48	28	37	24
Served in other Asia	67	29	59	22	58	26	53	26	50	14	45	45	41	14	41	30	28	21
Served in Europe	67	25	62	19	59	20	53	23	46	21	41	52	45	18	40	25	36	22
Served only in U.S.	62	31	56	24	51	28	55	26	46	21	35	57	35	24	33	26	31	25
Officer	62	31	55	23	51	28	60	24	47	22	46	50	41	22	38	31	27	31
Enlisted	65	28	61	22	55	28	56	26	48	20	44	50	42	20	41	28	34	23
Drafted	64	27	62	19	56	27	56	23	50	19	43	52	41	19	43	28	37	22
Volunteered	66	29	59	23	54	28	56	28	47	21	45	49	42	20	40	29	32	24
18 to 24	66	28	61	22	57	28	65	24	49	20	51	44	43	19	49	27	37	22
25 to 29	64	31	58	22	52	28	65	29	46	21	37	57	40	21	34	30	31	26
30 to 34	62	29	60	23	49	30	63	29	46	25	29	63	38	25	27	30	27	27
Over 35	68	23	66	20	59	22	69	22	55	16	50	38	46	17	26	31	29	13
Non-high school graduate	63	28	62	18	54	29	54	26	52	23	43	48	44	20	41	28	41	23
High school graduate	68	23	64	21	56	27	57	26	51	20	45	48	44	19	44	27	35	22
Some college, 2-year graduate	63	34	56	23	53	29	55	26	44	18	45	51	38	21	40	31	30	24
4-year graduate, post graduate	58	39	54	27	54	28	54	29	38	25	41	55	36	22	30	30	25	29

Note: "Positive" equals "excellent" plus "pretty good" responses; "negative" equals "only fair" plus "poor" responses.

43a.

TABLE 80: VETERANS
HOW CONVENIENT IS IT TO MAKE PERSONAL VISIT TO VA

	Very Convenient %	Somewhat Convenient %	Only Slightly Convenient %	Not Convenient %	Not Sure %
Total	39	27	15	16	3
East	41	31	11	14	3
South	43	28	15	12	2
Midwest	38	26	16	17	3
West	34	23	17	21	5
Cities	42	29	12	14	3
Suburbs	43	25	14	15	3
Towns	39	23	17	18	3
Rural	31	31	18	17	3
White	38	27	15	17	3
Non-white	44	29	14	11	2
18 to 24	39	28	15	15	3
25 to 29	38	26	16	17	3
30 to 34	37	30	11	19	3
Over 35	47	29	7	12	5

43c.

TABLE 80: VETERANS

HOW CONVENIENT IS IT TO CONTACT VA BY TELEPHONE

	Very Convenient %	Somewhat Convenient %	Only Slightly Convenient %	Not Convenient %	Not Sure %
Total	71	16	6	5	2
East	72	15	5	6	2
South	68	17	7	5	3
Midwest	72	17	5	5	1
West	72	14	6	6	2
Cities	72	15	4	7	2
Suburbs	80	11	4	4	1
Towns	69	15	8	6	2
Rural	64	23	7	4	2
White	70	17	6	5	2
Non-white	75	13	4	5	3

18d.

TABLE 81: PUBLIC

EVALUATING THE BENEFITS OFFERED RETURNING SERVICEMEN

	Very Adequate %	Somewhat Adequate %	Only Slightly Adequate %	Not at All Adequate %	Not Sure %
Total	28	40	12	4	16
East	26	38	11	3	22
South	30	39	11	3	17
Midwest	27	39	12	6	16
West	32	45	11	3	9
Cities	24	41	15	5	15
Suburbs	28	42	11	4	15
Towns	33	37	13	2	15
Rural	30	38	7	4	21
18 to 29	25	46	12	4	13
30 to 49	26	42	12	4	16
50 and over	30	36	11	4	19
Veteran	39	40	7	4	10
Non-veteran	26	40	12	4	18
Member vets organization	41	40	10	4	5
8th grade or less	25	34	11	4	26
High school	29	37	12	4	18
College	28	48	11	4	9
White	29	40	11	3	17
Non-white	23	37	16	8	16

72-165 O-72—17

TABLE 81: VETERANS
38f EVALUATING THE BENEFITS OFFERED RETURNING SERVICEMEN

	Very Adequate %	Somewhat Adequate %	Only Slightly Adequate %	Not at All Adequate %	Not Sure %
Total	30	45	14	5	6
East	23	46	16	6	9
South	36	42	12	5	5
Midwest	29	46	13	5	7
West	33	43	16	5	3
Cities	27	44	16	8	5
Suburbs	29	45	14	5	7
Towns	31	44	13	6	6
Rural	35	45	11	2	7
White	31	45	13	5	6
Non-white	25	42	17	7	9
Army	28	45	14	6	7
Navy	35	42	14	3	6
Air Force	29	45	15	5	6
Marines	30	46	12	5	7
Served in Vietnam	27	48	14	5	6
Served in other Asia	29	48	15	2	6
Served in Europe	28	50	9	6	7
Served only in U.S.	28	42	14	6	10
Officer	32	46	12	3	7
Enlisted	30	45	14	5	6
18 to 24	30	46	13	5	6
25 to 29	28	45	15	5	7
30 to 34	26	44	12	6	12
35 and over	49	27	16	4	4
Non-high school graduate	28	39	16	8	9
High school graduate	32	43	13	4	8
Some college, 2 year graduate	29	49	14	6	2
4 year graduate, post graduate	28	46	14	4	8

19.

TABLE 82: PUBLIC
EVALUATING BENEFITS PAID BY GI BILL TO VETERANS WHO RETURN TO SCHOOL

	More than Enough to Live on %	Not Enough to Live on %	About Enough to Live on %	Not Sure %
Total	2	38	30	30
East	2	31	25	42
South	2	43	27	28
Midwest	4	34	34	28
West	1	42	37	20
Cities	2	39	30	29
Suburbs	4	37	28	31
Towns	3	41	32	24
Rural	2	33	32	33
18 to 29	3	37	34	26
30 to 49	3	36	35	26
50 and over	2	37	27	34
Veteran	4	37	35	24
Non-veteran	2	37	29	32
Member Vets organization	3	40	31	26
8th grade or less	2	35	23	40
High school	2	38	27	33
College	3	37	39	21
White	3	36	32	29
Non-white	2	42	19	37
View VA positively	3	36	37	24
Don't know much about VA	3	27	22	48

TABLE 82: VETERANS

42b. EVALUATING BENEFITS PAID BY GI BILL TO VETERANS WHO RETURN TO SCHOOL

	More Than Enough To Live On %	Not Enough To Live On %	About Enough To Live On %	Not Sure %
Total	2	59	29	10
East	1	59	26	14
South	3	57	30	10
Midwest	3	58	31	8
West	2	66	26	6
Cities	3	62	27	8
Suburbs	2	62	27	9
Towns	1	61	30	8
Rural	2	54	31	13
White	2	59	30	9
Non-white	3	63	22	12
Student	1	74	25	-
18 to 24	3	58	30	9
25 to 29	1	61	27	11
30 to 34	2	58	29	11
Over 35	1	66	23	10
Under $5,000	4	58	28	10
$5,000 to $9,999	1	59	29	11
$10,000 to $14,999	3	60	29	8
$15,000 and over	1	63	28	8

41a.

TABLE 85: VETERANS
WHETHER EVER APPLIED FOR SPECIFIC GI BENEFITS SINCE LEAVING SERVICE
(PERCENT WHO HAVE "APPLIED")

	G.I. Education Benefits For School Training %	Dental Care %	G.I. Loan %	Compensation For Service Connected Disability or Disease %	G.I. Education Benefits For Job Training %	Hospital Treatment %	Vocational Rehabilitation %	Pension For Non-Service Connected Disability or Disease %
Total	41	17	15	13	10	9	2	2
East	33	17	12	13	9	10	1	3
South	44	16	16	13	10	10	3	1
Midwest	41	20	14	13	10	8	3	1
West	49	14	18	15	10	8	3	2
Cities	46	17	15	15	12	13	2	1
Suburbs	44	17	15	13	11	8	2	1
Towns	38	17	16	15	9	9	3	3
Rural	33	17	13	11	7	6	2	1
White	40	17	15	13	9	7	2	2
Non-white	45	14	14	17	11	20	4	2
Length of Service								
6 months to 2 years	38	22	13	15	7	10	2	2
2 to 4 years	42	17	12	13	11	9	3	2
Over 4 years	41	13	22	13	9	9	2	2
Separation								
Less than 1 year	36	18	6	12	10	9	3	1
1 to 3 years	43	21	13	16	9	10	2	2
Over 3 years	41	6	24	8	11	8	2	2
Army	37	18	12	14	8	10	3	2
Navy	43	15	15	9	13	8	2	1
Air Force	51	13	21	13	9	8	3	3
Marines	44	18	18	19	13	11	2	1
Served in Vietnam	44	25	11	18	10	10	4	2
Served in other Asia	44	8	15	8	14	6	1	1
Served in Europe	39	13	16	7	7	8	1	2
Served only in U.S.	36	10	14	9	9	6	2	1
Officer	52	19	16	13	6	7	2	-
Enlisted	40	17	15	13	10	9	2	2
Drafted	33	16	12	14	7	8	2	2
Volunteered	44	17	16	13	11	10	2	2
18 to 24	41	22	9	16	10	11	3	2
25 to 29	43	12	8	9	9	6	2	1
30 to 34	40	4	21	10	9	11	1	1
Over 35	29	14	36	22	9	15	1	4
Non-high school graduate	31	16	14	17	12	11	2	4
High school graduate	25	15	16	12	10	10	3	2
Some college, 2-year graduate	68	20	14	14	10	9	3	1
4-year graduate, post graduate	58	15	11	10	4	3	-	-

TECHNICAL APPENDIX

HOW THE STUDY WAS CONDUCTED

The Samples. For the study conducted among a cross-section of the U.S. population, a cross-section of 1,500 personal interviews among people 18 years of age or older was drawn. Geographical locations across the continental U.S. were randomly drawn on a probability basis -- thus assuring that each household in the country had an equal chance of being selected. After the sampling locations had been determined, interviewers were specifically instructed which households within the location to visit; and at each household, which member of the household to interview -- in a random, predesignated pattern. This sampling procedure is standard for all national Harris cross-sectional studies. It yields a final sample where the results will not vary by more than ± 2.5%, at a level of 95% confidence, from what would be found if the total U.S. population were polled in a census.

For the sample among a cross-section of recently separated veterans -- those terminating their military service during the last eight years -- the objective was a cross-section of 2,000 who served in the armed forces from 1963-1971. Since veterans meeting these specifications account for approximately eight percent of the population on a household basis, it was necessary to contact approximately 25,000 households in order to come up with the 2,000 to be interviewed. A sample, comparable to the U.S. cross-section described above, was randomly drawn on a probability basis identifying geographic sampling locations across the continental U.S. Again, interviewers were given explicit instructions about which households to visit within each location. At each "contact" screening questions were asked to determine if a recently separated veteran lived there. In those cases where a veteran met the criteria and was at home, a full interview was conducted.

In the survey conducted among prospective employers of veterans,

the 800 interviews were conducted among personnel executives. Again, a sample selecting specific locations across the country was randomly drawn. After this initial step, specific companies according to type of industry (manufacturing, wholesale and retail trade, service, construction, etc.) and number of employees were identified, and interviews were conducted among executives most knowledgeable about hiring practices within the company.

The Questionnaires. The research instruments, while containing common questions to permit comparative analyses, were designed to fit each cross-section surveyed. Each questionnaire contained its own line of questioning geared toward the group for which it was used. In this way, the four substantive areas of interest in this study were viewed from several different perspectives. All three questionnaires contained both structured and unstructured or open-ended questions, in which respondents were permitted to elaborate on their reasons for holding their particular views in their own words.

The Interviews. Interviews for the study of the U.S. population and the cross-section of veterans were conducted in person by specially trained and briefed members of the regular Harris field force. The interviewers were under the direct personal supervision of Marjorie Sheridan, National Field Director for the Harris Organization. Interviews among the cross-section of the U.S. population lasted an average of 80 minutes, while in the study among recently separated veterans the average interview took 75 minutes to complete.

In the study among business executives, specially trained Executive Interviewers first telephoned the appropriate executive for an appointment, and then went to his office to conduct the interview. These executive in-

terviews took an average of 40 minutes to complete, and were under the personal supervision of Tom B. Mack, Director of Executive Interviewing for the Harris Organization.

Interviewing for all three phases of this study was completed between August 16 and 31, 1971.

The Final Samples

In all, 1,990 interviews were completed among a cross-section of the U.S. public. Statistical weights have been applied to insure that the subsamples are in correct proportion to the total, according to known benchmarks. As the following table shows, however, the net effect of this weighting is small:

CROSS-SECTION OF U.S. PUBLIC

	Unweighted		Weighted
	#	%	%
Total	1,490	100	100
East	409	27	27
South	398	27	27
Midwest	431	29	29
West	252	17	17
Central cities	467	31	30
Suburbs	414	28	28
Towns	223	15	15
Rural	386	26	27
Male	740	50	50
Female	750	50	50
18-19	401	27	27
30-49	267	18	18
50 and over	812	54	55
Veteran	258	17	17
Non-veteran	1,193	80	80
Member of veterans organization	111	7	7
8th grade education or less	241	16	16
High school	782	52	52
College	458	31	31
Under $5,000	362	24	24
$5,000 to $9,999	503	34	34
$10,000 to $14,999	326	22	22
$15,000 and over	260	17	18
Union member	229	15	15
White	1,235	83	85
Non-white	253	17	15
Professional, executive	354	24	24
Clerical, sales	130	9	9
Skilled labor, service	443	30	30
Other occupations	405	27	27

In the survey among recently separated veterans, 2,003 interviews were completed:

CROSS-SECTION OF RECENTLY SEPARATED VETERANS

	Total	
	#	%
Total	2,003	100
East	561	29
Midwest	546	27
South	566	28
West	330	16
Cities	639	32
Suburbs	540	27
Towns	300	15
Rural	524	26
White	1,681	84
Non-white	316	16
Length of Service		
6 months to 2 years	360	18
2 to 4 years	1,141	57
Over 4 years	490	24
Separation Date		
Within past year	358	18
1 to 3 years	1,148	58
Over 3 years	491	25
Army	1,132	57
Navy	363	18
Air Force	262	13
Marines	236	12
Served in Vietnam only	684	34
Served in Other Asia only	170	8
Served in Europe only	224	11
Served in U. S. only	383	19
Officer	101	5
Enlisted	1,844	92
Drafted	655	33
Volunteered	1,310	65
Current Status		
Employed (full or part time)	1,500	75
Student	294	15
Unemployed	296	15
Member of a veterans organization	368	18

(continued)

CROSS-SECTION OF RECENTLY SEPARATED VETERANS
(Cont'd)

	Total	
	#	%
18-24 years old	1,043	53
25-29	705	35
30-34	145	7
35 and over	103	5
Non-high school graduate	257	13
High school graduate	985	49
Some college	529	26
College graduate	214	11

The fact that the survey data are an accurate representation of recently separated veterans is illustrated by comparing these data with benchmarks supplied by the Veterans Administration:

COMPARING SURVEY DATA WITH VA BENCHMARKS

	Survey Data %	Actual (VA Data) %
White	84	89
Non-white	16	11
Army	57	51
Navy	18	21
Air Force	13	19
Marines	12	8
Drafted	33	35
Volunteered	65	65

In analyzing the data generated by the 786 interviews conducted with employers, these were the analytical dimensions which were viewed:

EMPLOYERS SAMPLE

	Total	
	#	%
Total	786	100
East	234	30
Midwest	220	28
South	195	25
West	137	17
Under 20 employees	427	54
20 - 250 employees	193	25
Over 250 employees	158	20
Manufacturing	194	25
Service	236	17
Government	148	19
Wholesale, retail	145	18
Veteran	447	57
Non-veteran	311	40
Have not hired any veterans	280	36
Have hired 1 - 5 veterans	251	32
Have hired more than 5 veterans	145	18
Member of Veterans Association	108	14

The Analysis. All three surveys have been analyzed by the dimensions shown in the previous tables. In the report, those sub-samples which showed interesting or characteristic variations were shown. The full set of computer runs for the three studies have been delivered to the VA.

The Report. This report contains statistical tables and descriptive text. In addition, the Harris firm, as project analysts, has not hesitated to draw the implications, recommendations and conclusions flowing out of the findings. These are contained in "observation" sections, distinctly labeled and set apart from the running text.